'Bit II'

North.—Starting from the station 14, a point situated at the newly constructed cairn No. 15. the demarcation line of the bit II runs in almost North-East direction a distance of 760 links passing through the intermediate stations 15 and 16 to reach the station No. 17, which is the point situated South-East of station No. 1 (Cairn No. 1) of the bit I. From there it continues in North-East direction to station No. 18, a distance of 250 links. Therefrom it runs in Eastern direction a distance of 825 links to reach the station No. 21, passing through the intermediate stations 19 and 20.

Bearings and distances from station to station are as follows.—

Station Numbers From	To	Bearings in degrees in F. B.	Distances in links
14	15	58	230
15	16	44½	273
16	17	53½	257
17	18	67	250
18	19	99	312
19	20	100½	180
20	21	105	323

East.—Thence it runs in almost Southern direction a distance of 629 links to reach the station No. 23 passing through the intermediate station 22. Therefrom it runs in almost South-East direction a distance of 1953 links to reach the station No. 26, passing through the intermediate stations 24 and 25.

Bearings and distances from station to station are as follows.—

Station Numbers From	To	Bearings in degrees in F. B.	Distances in links
21	22	169	165
22	23	185½	464
23	24	158	717
24	25	134	597
25	26	149½	638

South.—Thence it runs in South-West direction to station No. O, a distance of 253 links. From there it runs in Western direction to station No. 1, a distance of 290 links. From there it runs in Northern direction to station No. 2, a distance of 241 links. Therefrom it runs in almost North West direction a distance of 1854 links to reach the station No. 9, passing through the intermediate stations 4 to 8. Thence it runs in almost Western direction a distance of 665 links to reach the station No. 11, passing through the intermediate station 10.

Bearings and distances from station to station are as follows:—

Station Numbers From	To	Bearings in degrees in F. B.	Distances in links
26	0	222	253
0	1	26[illegible]	290
1	2	357½	241
2	3	324	250
3	4	281¼	310
4	5	285½	260
5	6	2[illegible]2	3[illegible]0
6	7	3[illegible]6	273
7	8	308¾	242
8	9	296	129
9	10	261	290
10	11	280½	375

West.—Thence the demarcation line runs in North-West direction to station No. 12, a distance of 445 links. From there it runs in almost North-East direction a distance of 670 links, passing through the intermediate station 13 to reach the station No. 14, which is the starting point of bit II.

Station From	Number To	Bearings in degrees in F. B.	Distances in links
11	12	347½	445
12	13	24½	230
13	14	20½	340

—Starting point of bit II.

'Bit III.'

North.—Starting from the station No. 9, a point situated at the newly constructed cairn No. 9, the demarcation line of the Bit III runs in almost Western direction in the following bearings and distance of 10.7 links to reach the station No. 11, passing through the intermediate station 10

Staion Numbers From	To	Bearings in degrees in F. B.	Distances in links
9	10	85	597
10	11	85	450

East.—Thence the demarcation line runs in South-West direction to station No. 12, a distance of 600 links. From there it runs in Southern direction a distance of 7.7 links to reach the station No. 13.

Bearings and distances from station to station are as follows.—

Station Number From	To	Bearings in degrees in F. B.	Distance in links
11	12	203	600
12	13	183	717

South.—Thence it runs in Western direction to station No 14, a distance of 371 links. Therefrom it runs in almost South-West direction a distance of 1431 links to reach the station No. 1, passing through the intermediate stations 5 to 17. Therefrom it runs in North-West direction a distance of 583 links to reach the station No. 3 passing through the intermediate station 2.

Bearings and distances from station to station are as follows.—

Station Number From	To	Bearings in degrees in F. B.	Distance in links
13	14	276	371
14	15	249½	530
15	16	261½	206
16	17	248½	389
17	1	215	306
1	2	324½	216
2	3	113½	367

West.—Thence the demarcation line runs in almost North-East direction a distance of 1765 links to reach the station No. 6 passing through the intermediate stations 4 and 5. From there it runs in North-West direction to station No. 7 a distance of 270 links. Therefrom the line finally runs in almost North-East direction a distance of 728 links passing through the intermediate station 8 to reach the station No. 9 which is the starting point of the bit III.

Bearings and distances from station to station are as follows.—

Station Number From	To	Bearings in degrees in F. B.	Distances in links
3	4	73	328
4	5	70	373
5	6	22	543
6	7	311½	270
7	8	3½	251
8	9	46	477
			—Starting point of bit III

Right of ways.—

(i) A Panchayat road enters the bit I of the Block between cairn Nos. 51 and 52 and comes out between cairn Nos. 34 and 35 which re-enters the same bit between cairn Nos. 30 and 31 and gets bifurcated in the middle. One branch of which comes out between cairn Nos. 67 and 68 and another comes out between cairn Nos. 17 and 18.

(ii) A cart track enters the bit III of the block between cairn Nos. 9 and 10 and comes out between cairn Nos. 16 and 17 which now enters the bit I of the block between cairn Nos. 63 and 64 and joins the aforesaid panchayat road and the panchayat road as described above and comes out between cairn Nos. 67 and 68 and cairn Nos. 17 and 18.

Other Privileges.—

(i) Free grazing of cattle by the villagers.

(ii) Free collection of green manure leaves for *bona fide* use by ryots.

(iii) Free removal of Muligras for *bona fide* use by villagers.

[No. AFD 102 FAF 67.]

By Order and in the name of the Governor of Mysore,

1315 M. A. MEGGAI, *Under Secy.*

NOTIFICATION

Bangalore, dated 25th October 1967.

S. O. 2079.—In exercise of the powers conferred by Section 4 of the Madras Forest Act, 1882 (Madras Act V of 1882), as in force in the Madras Area, the Government of Mysore hereby—

(i) declares that it is proposed to constitute the lands in the Udipi Taluk of South Kanara District, the situation and limits of which are specified in the Schedule hereto annexed, as reserved forest ;

(ii) appoints the Forest Settlement Officer, Mangalore to be the Forest Settlement Officer for purposes of clause (c) of the said Section ; and

(iii) appoints the District Forest Officer, Coondapur Division, Coondapur, to attend on behalf of the Government at the inquiry conducted by the said Forest Settlement Officer.

Under Section 14 of the said Act, the Government of Mysore hereby appoints the Deputy Commissioner of South Kanara District to hear appeals on any orders passed by the Forest Settlement Officer under Sections 11, 12 and 13 of the said Act.

SCHEDULE

Name of District	...	South Kanara
Name of Taluk	...	Udipi
Name of Village	...	Nanchar
Survey field No.	...	S No. 15
Name of Block	...	Nanchar Block
Extent	...	76·50 acres

Boundary Description

North :—Starting from station No. 0, the demarcation line runs on North-Easterly direction from station No. 0 to 2 passing through the intermediate station No. 1 over a distance of 495 links and turns towards South-East and

runs from station No. 2 to 12 passing through the intermed ate station No 3 to 11 over a distance of 1940 links and turns towards East and proceeds from station No. 12 to 17 passing through the intermediate stations Nos. 13 to 16 over a distance of 1100 links. Then it turns slightly to North-East and runs from stations Nos 17 to 20 through the intermediate station No. 18 and 19 over a distance of 905 links and touching to Sheethanady river on the left bank. Then it runs to right and runs towards East along the river bank and meets station No. 21 at a distance of 360 links. The bearing and distance from station to station are furnished below:—

Station Numbers From	To	Bearings in F. B.	Distances in links
0	1	79	175
1	2	33	320
2	3	161	260
3	4	183	200
4	5	152	200
5	6	174	250
6	7	152	230
7	8	136½	160
8	9	147	180
9	10	157	150
10	11	168	120
11	12	157	200
12	13	105	2 0
13	14	76	13)
14	15	61	1 0
15	16	82	270
16	17	79	270
17	18	45	545
18	19	21	180
19	20	10	200
20	21	107	360

East:—Further the demarcation line turns to South and runs from station No. 21 to 26 through the intermediate station No. 22 to 25 over a distance of 1340 links and then turns to South-East and meets station No. 29 running

through the intermediate station No. 27 and 28 distance of 600 links and again it turns to left and runs towards East from station No. 29 to 33 through the intermediate stations 30 to 32 over a distance of 825 links and then turns to North-East and meets station No. 34 at a distance of 270 links and finally turns to South-East and meets station Nos. 37 passing through the intermediate station Nos. 35 and 36 at a distance of 830 links. The bearing and distance from station to station are furnished below :—

Station Numbers From	To	Bearings in F. B.	Distances in links
21	22	200	150
22	23	177	240
23	24	152	190
24	25	195	290
25	26	206	480
26	27	130	180
27	28	142½	180
28	29	130	240
29	30	90	150
30	31	67	220
31	32	63	180
32	33	77	275
33	34	28	270
34	35	106	200
35	36	107	330
36	37	107	300

South :—Again the demarcation line runs towards South-East from station No. 37 to 43 through the intermediate stations No. 38 to 42 over a distance of 1660 links and turns to West and proceeds from station No. 43 and meets station No. 44 at a distance of 530 links. Then it takes a slight turn and runs on slightly North-West from station No. 44 to 46 passing through the intermediate station 45 over a distance of 510 links and turns again and runs on due North-West and proceeds from station No. 46 to 50 through the intermediate stations 47 to 49 covering distance of 1175 links. From there it turns once again and runs slightly South-West from station No. 50 to 53 passing

through the intermediate stations 51 and 52 over a distance of 710 links and turns and proceeds towards South and meets station No. 55 passing through the intermediate station No. 54 covering a distance of 470 links. Then it turns left and proceeds towards South-East from station No. 55 to 53 passing through the intermediate station No. 56 and 57 over a distance of 1230 links and then proceeds on South-West and meets station No. 59 at a distance of 190 links and further proceeds towards West and meets station No. 60 at a distance of 415 links and again turns to right and proceeds towards slightly North-West meets station No. 63 passing through the intermediate station Nos. 61 and 62 over a distance of 1015 links. The bearing and distance from station to station are furnished below :—

Station Number From	To	Bearings in F.B.	Distance in links
37	38	214	300
38	39	214	200
39	40	221	370
40	41	225	200
41	42	213	270
42	43	229	320
43	44	264	330
44	45	300	340
45	46	289	200
46	47	342	260
47	48	340	270
48	49	320	425
49	50	302	220
50	51	237	200
51	52	256	250
52	53	249	260
53	54	184	150
54	55	198	320
55	56	140	780
56	57	141	250
57	58	159	200
58	59	216	180
59	60	263	415
60	61	308	570
61	62	288	200
62	63	281	275

West :—Finally the demarcation line runs on slight North-Western direction from station No. 63 to 67 passing through station Nos. 64 to 66 over a distance of 1140 links and moves to right and proceeds on Northern direction from station No. 67 to 77 and on to 0 through the intermediate station Nos. 68 to 76 over a distance of 2940 links and closes the traverse. The bearing and distances from station to station are furnished below :—

Station Numbers From	To	Bearings in F. B.	Distance in links
63	64	349	290
64	65	340	300
65	66	319	300
66	67	334	250
67	68	½	560
68	69	358	310
69	70	323	350
70	71	339	220
71	72	4	360
72	73	336	230
73	74	356	170
74	75	330	210
75	76	339	200
76	77	9	190
77	0	16	150

Right of ways .—Avarshe–Miyar Foot path : The foot path enters the block between cairn No. 68–69 and runs through the block and goes out between cairn No. 56–57 and again inside between cairn No. 44–45 and finally quits the block between cairn No. 43–44.

2. *Avarshe–Pilchaundhi Kodlu foot path* :—Footpath enters the block between cairn No. 18-19 and proceeds through the block and bifurcates into two in the middle one quits the block between cairn No. 25–26 and goes to Pilchaundi Kodly and another runs towards South through the block and goes out between cairn No. 59–51 and joins Avarshe—Miyur foot path.

Other Previleges:—(1) Free grazing of cattle inside the block by the Villagers, (2) Free removal of green manure leaves from the block by the villagers for the *bona fide* use, (3) Free removal of dry fuel for the *bona fide* use by the villagers. (4) Free removal of muli grass for the *bona fide* use by the villagers.

[No. AFD 191 FAF 66].

By Order and in the name of the Governor of Mysore,

1337

M. A. MECCAI, *Under Secy.*

NOTIFICATION.

Bangalore, dated 25th October 1967.

S. O. 2080 —In exercise of the powers conferred by Section 4 of the Madras Forest Act, 1882 (Madras Act V of 1882), as in force in the Madras area, the Government of Mysore hereby—

(i) declares that it is proposed to constitute the lands in the Udipi Taluk of South Kanara District, the situation and limits of which are specified in the schedule hereto annexed, as reserved forest ;

(ii) appoints the Forest Settlement Officer, Mangalore, to be the Forest Settlement Officer for purposes of clause (c) of the said section ; and

(iii) appoints the District Forest Officer, Coondapur Division, Coondapur, to attend on behalf of the Government at the inquiry conducted by the said Forest Settlement Officer.

Under Section 14 of the said Act, the Government of Mysore hereby appoints the Deputy Commissioner, of South Kanara District to hear appeals on any orders passed by the Forest Settlement Officer under sections 11, 12 and 13 of the said Act.

SCHEDULE.

Name of the District	...	South Kanara
Name of the Taluk	...	Udipi Taluk
Name of the Village	...	Avarebe and Hiliyana
Name of the Block	...	Avarebe block
Survey Field No.	...	98 of Avarebe 77/1 of Hiliyana
Area of the block	...	196.50 acres.

BOUNDARY DESCRIPTION

North :—Starting from station No. 2 the demarcation line runs to East to station No. 3 at a distance of 240 links. From station No. 3 again the line runs to North-East to station No. 5, after passing the middle station No. 4 at a total distance of 560 links. From station No. 5 again the line runs to South-East to station No. 7 after passing the middle station No. 6 at a total distance of 525 links. From 7th station again to East of the block to station No. 9 after passing through the middle station No. 8 at a total distance of 610 links. From

station No. 9 the line runs to North-East to station No. 10 at a distance of 640 links. From station No. 10 the line runs to North to station No. 12, after passing the middle station No. 11 at a total distance of 500 links. From station No. 12 the line runs to North-East to station No. 16 after passing the middle station No. 13 to 15 at a total distance of 1010 links. From station No. 16 again to South to station No. 17 at a distance of 260 links. From station No. 17 again to East of the block to station No. 18 at a distance of 210 links. From station No. 18 the line further runs to North-East of the block to station No. 23 after passing through the intermediate station No. 19 to 22 at a total distance of 1470 links. From station No. 23 again to South-East to station No. 26 after passing the middle station No. 24 and 25 at a total distance of 740 links. Then again to East to station No. 27 at a distance of 270 links. From station No. 27 again to North to station No. 28 at a distance of 360 links. The distance and bearing from station to station are as follows :—

Station Numbers From	To	Bearings in F.B.	Distances in links
2	3	110	240
3	4	54	340
4	5	72	220
5	6	120	225
6	7	126	300
7	8	98	270
8	9	78	340
9	10	54	640
10	11	3	280
11	12	24	220
12	13	47	230
13	14	63	240
14	15	71	220
15	16	70	330
16	17	170	260
17	18	88	240
18	19	51	280
19	20	50	320
20	21	56	370
21	22	64	220
22	23	66	280
23	24	114	240
24	25	119	200
25	26	186	300
26	27	82	270
27	28	37	360

East:—From station No. 28 the line runs to South to station No. 29 at a distance of 1520 links. Then again from 29th station to East to station No. 31 after passing the middle station No. 30 at a total distance of 850 links. From station No. 31 again to South to station No. 33, after passing the middle station No. 32 at a total distance 730 links. From station No. 33 again to South-West to station No. 35 after passing the middle station No. 34 at a total distance of 530 links. The distance and bearing from station to station are as follows :—

Station Numbers From	To	Bearings in F. B.	Distance in links
28	29	165	1520
29	30	96	460
30	31	113	390
31	32	203	370
32	33	183	360
33	34	221	300
34	35	238	250

South:—From station No. 35 the line runs to West of the block to station No. 41 after passing through the middle station No. 36 to 40 at a total distance of 1700 links. From station No. 41 again to North-West to station No. 42 the line runs to West to station No. 46 after passing the middle station No. 43 to 45 at a total distance of 1285 links. From station No. 46 the line runs to South-West to 47th station at a distance of 290 links. From 47th station again to South of the block to station No. 49 after passing the middle station No. 48 at a distance of 980 links. From 49th station again to South-West to station No. 50 at a distance of 620 links. From 50th station again to North-West to station No. 51 at a distance of 330 links. From there the line runs to West to station No. 54 after passing the middle station No. 52 and 53 at a total distance of 990 links. From there to south-west to station No. 57 after passing the middle station No. 55 and 56 at a total distance of 990 links. From station No. 57 again to South to station No. 58 at a distance of 680 links. From 58th station the line runs to South-West to 59th station at a distance of 220 links. From 59th station the line runs to West to 61 station after passing the middle station No. 60 at a total distance of 720 links. From there to North-West to station No. 62

at a distance of 350 links. The distance and bearing from station to station are as follows :

Station From	Numbers To	Bearings in F. B.	Distances in links
35	36	270	250
36	37	290	290
37	38	298	300
38	39	278	270
39	40	280	340
40	41	277	250
41	42	311	420
42	43	269	420
43	44	279	430
44	45	271	210
45	46	261	225
46	47	235	290
47	48	183	310
48	49	182	650
49	50	247	520
50	51	318	330
51	52	285	290
52	53	291	360
53	54	276	340
54	55	255	390
55	56	242	250
56	57	233	350
57	58	188	680
58	59	223	220
59	60	258	340
60	61	285	380
61	62	309	350

West :—From station No. 62 the demarcation line runs to North to station No. 0, after passing the middle station No. 63 to 65 at a total distance of 1740 links. From station No. 0 the demarcation line runs to North-East to station No. 2 after passing the middle station No. 1 at a total distance of 660 links. The distance and bearing from station to station are as follows :—

Station From	Numbers To	Bearings in F. B.	Distances in links
62	63	14	280
63	64	11	320
64	65	11	620
65	0	3	520
0	1	37	310
1	2	56	350

Right of ways :—A cart track from Hybady enters the block in between cairn No. 66 and 1 and finally exit in between cairn No. 11 and 12 leading to Kechur bail.

Other Rights :—

1. Free grazing of cattle by villagers is allowed inside the block.
2. Free removal of green manure leaves by the villagers for the *bona fide* use of ryots.
3. Free removal of dry fuel by the villagers for the *bona fide* use.
4. Free removal of muligrass from the block for the *bona fide* use of villagers.

[No. AFD 193 FAF 66.]

By Order and in the name of the Governor of Mysore,

M. A. MEGCAI, *Under Secy.*

1338

NOTIFICATION.

Bangalore, dated 25th October 1967.

S. O. 2081.—In exercise of the powers conferred by Section 4 of the Madras Forest Act, 1882 (Madras Act V of 1882), as in force in the Madras Area, the Government of Mysore hereby—

(i) declares that it is proposed to constitute the lands in the Coondapur Taluk of South Kanara District, the situation and limits of which are specified in the Schedule hereto annexed, as reserved Forest;

(ii) appoints the Forest Settlement Officer, Mangalore to be the Forest Settlement Officer for purposes of clause (c) the said Section; and

(iii) appoints the Divisional Forest Officer, Coondapur Division, Coondapur, to attend on behalf of the Government at the inquiry conducted by the said Forest Settlement Officer.

Under Section 14 of the said Act, the Government of Mysore hereby appoints the Deputy Commissioner of South Kanara District to hear appeals on any orders passed by the Forest Settlement Officer under Sections 11, 12 and 13 of the said Act.

SCHEDULE.

Name of the District	...	South Kanara.
Name of the Taluk	...	Coondapur.
Name of the Village	...	Kodladi.
Survey field No.	...	113.
Name of the Block	...	Kodladi Block.
Area of the Block	...	284. 30 acres.

BOUNDARY DESCRIPTION

North.—Starting from station No. 30 (Cairn No. 31) the line runs to East to station No. 31 at a distance of 270 links. Then from station No. 31 the line runs to South-East to station No. 33, after passing the middle station

No. 32 at a total distance of 910 links. From station No. 33 the line runs to South to station No. 36, after passing the middle station No. 34 and 35 at a total distance of 975 links. Then from station No. 36 the line runs to South-East to station No. 37 at a distance of 250 links. From station No. 37 to East to station No. 40, after passing the middle stations 38 and 39 at a distance of 1040 links. From station No. 40 the line runs towards South-East to station No. 43 after passing the middle station No. 41 and 42 at a total distance of 870 links. From station No. 43 again the line runs to South to station No. 44 at a distance of 385 links. From station No. 44 the line runs to South-East to station No. 48, after passing through the intermediate stations 45 to 47 at a total distance of 1275 links. From station No. 48 the line runs 300 links to East to station No. 49 and then 175 links to South-East to Station No. 50, situated on the Northern most corner of the block, the distance and bearing from station to station are as follows :—

Station Numbers From	To	Bearings in F. B.	Distances in links
30	31	66.5	270
31	32	138.5	580
32	33	140 5	330
33	34	166.5	315
34	35	182	265
35	36	170 5	405
36	37	117	250
37	38	76.5	460
38	39	88.5	300
39	40	98	260
40	41	132	305
41	42	137	285
42	43	131.5	280
43	44	171	385
44	45	124	430
45	46	127.5	370
46	47	135.5	235
47	48	123.5	240
48	49	86	300
49	50	122	175

East.—From station No. 50 the demarcation line runs to south to station No. 5) after passing the intermediate stations 51 to 58 at a total distance of 2145 links. From station No. 59 the line runs on the river bank of Gangady hole to East to station No. 60 at a distance of 760 links. The river flows from East to West of the block. From station No. 60 the line runs to North to station No. 61 at a distance of 285 links. From station No. 61 again to West to station No. 63, after passing the middle station No. 62 at a total distance of 415 links. From station No. 63 the line runs to South-West to station No. 64 at a distance of 275 links. From station No. 64 again the line runs to South to 65th station at a distance of 450 links. From 65th station again the line runs South-East towards Gangady river bank) to station No 66 at a distance of 290 links. From station No. 66 the line runs on to South on Gangady river bank to station No. 70, after passing the middle station 67 to 69 at a total distance of 2000 links. From station No. 70 the line runs to West to Gangady river bank to station No. 71 at a distance of 440 links.

The distance and bearing from station to station are as follows :—

Station Numbers From	To	Bearings in F. B.	Distances in links.
1	2	3	4
50	51	206	230
51	52	217	215
52	53	213 5	315
53	54	180	330
54	55	200.5	200
55	56	213	220
56	57	193	155
57	58	178	230
58	59	150	250
59	60	262	760
60	61	349.5	285
61	62	292	225
62	63	287	220
63	64	234	275

64	65	185	450
65	66	145	290
66	67	195	400
67	68	210	290
68	60	189	900
69	70	201	500
70	71	250	440

South.—From station No. 71 the line runs to North-West on Gangady river bank to station No. 72 at a distance of 460 links. From station No. 72 the line runs away from river bank to North of the block to station No. 80, after passing through the intermediate station No. 73 to 79 at a total distance of 2305 links. From 80th station the line runs to West to station No. 82, after passing the 81st station at a total distance of 645 links. From station No. 82 again the line runs to North to station No. 91, after passing the middle station No. 83 to 90, at a total distance of 2460 links. From station No. 91 the line runs to North-East to station No. 94, after passing through the station No. 92 and 93 at a total distance of 740 links. From 9th station the line runs to North to station No. 95 at a distance of 320 links. From station No 95 again to North-West to station No. 96 at a distance of 280 links. From station No. 96 again to West to station No. 97 at a distance of 295 links. From station No. 97 again the line runs to South-West to station No. 101 after passing through the intermediate station No. 98 to 100 at a distance of 1090 links. From station No. 101 the line runs to South to station No. 113 after passing through the middle stations 102 to 112 to a total distance of 3330 links. From station No. 113 the line runs to South-West to station No. 114 located on river bank at a distance of 260 links. From station No. 114 the line runs to West to station No. 117, after passing the middle stations 115 and 116 Gangady river bank at a total distance of 1020 links. From station No. 117 the line runs to South to station No. 118 at a distance of 200 links. From station No. 118 again to west to station

No. 119 at a distance of 410 links. From station No. 119 again the line runs to South to station No. 121 after passing through the middle station No. 120 at a total distance of 680 links. From station No. 121 again the line runs to West to station No. 0 (C. No. 1), after passing the middle station No. 122 at a total distance of 460 links. From station No. 0 (C. No. 1) the line runs away from the river bank to North of the block to station No. 3, after passing through the middle station No. 1 and 2 at a total distance of 765 links. From station No. 3 the line runs to North-West of the block to station No. 7 after passing through the intermediate stations 4 to 6 at a total distance of 1490 links. From station No. 7 the line runs to West to station No. 10, after passing the middle stations 8 and 9 at a total distance of 1225 links. The distance and bearing from station to station are as follows:—

Station Numbers		Bearings	Distances
From	To	in F. B.	in links.
71	72	308	460
72	73	1	100
73	74	5	460
74	75	1.5	265
75	76	353	290
76	77	333	330
77	78	16	230
78	79	349	260
79	80	355	370
80	81	280	345
81	82	292	300
82	83	345	235
83	84	347	205
84	85	13	255
85	86	4	455
86	87	6	315
87	88	355	230
88	89	7	210
89	90	2	215

90	91	11	330
91	92	52	215
92	93	54	245
93	94	40	280
94	95	16	320
95	96	335	280
96	97	266	295
97	98	235	290
98	99	207	180
99	100	224	350
100	101	231	270
101	102	204	280
102	103	175	310
103	104	185	205
104	105	184	175
105	106	169	270
106	107	165	210
107	108	192	305
108	109	189	220
109	110	176	465
110	111	164	230
111	112	193	370
112	113	199	290
113	114	238	260
114	115	291	420
115	116	288	410
116	117	280	190
117	118	202	200
118	119	262	410
119	120	208	260
120	121	206	420
121	122	262	200
122	0	276	260
0	1	13	275
1	2	30	270
2	3	13	220
3	4	321	335
4	5	303	300
5	6	306	500
6	7	307	355
7	8	273	455
8	9	267	310
9	10	251	460

West.—From station No. 10 the demarcation line runs to North-West to station No. 11 at a distance of 370 links. From station No. 11 the line runs to North-East to station No. 14 after passing through the middle station No. 12 and 13, at a total distance of 1270 links. From station No. 14 the line runs to East to station No. 16 after passing the middle station No. 15, at a total distance of 615 links. From station No. 16 the line runs to North-East to station 25 after passing through the middle station No. 17 to 24 at a total distance of 3125 links. From station No. 25 the line runs to North to station No. 28 after passing the middle stations 26 and 27 at a total distance of 910 links. From station No. 28 the line runs to North-East to station No. 30, after passing the middle station No. 29 at a total distance of 1120 links. The distance and bearing from station to station are as follows:—

Station Numbers From	To	Bearings in F. B.	Distances in links.
10	11	329	370
11	12	48	290
12	13	56	300
13	14	46	680
14	15	82	280
15	16	78	335
16	17	38	460
17	18	66	365
18	19	36	270
19	20	52	240
20	21	51	450
21	22	48	335
22	23	63	430
23	24	43	370
24	25	47	205
25	26	28	335
26	27	15	270
27	28	3	305
28	29	39	390
29	30	34	730

Other rights.—

(1) Free grazing of cattle by villagers.

(2) Free removal of green leaves for the *bona fide* use of the ryots.

(3) Free removal of dry fuel and muligrass for the *bona fide* purpose of ryots.

[No. AFD 184 FAF 66.]

By Order and in the name of the Governor of Mysore,

1340 M. A. MECCAI, *Under Secy.*

NOTIFICATION.

Bangalore, dated 23rd October 1967.

S. O.2082.—In exercise of the powers conferred by sub-section (1) of section 27 of the Indian Forest Act, 1927 (Central Act XVI of 1927), as in force in the erstwhile Bombay area, the Government of Mysore is pleased to direct that the area specified below, which in the erstwhile Bombay Government Notification No. 10434-A, dated 23rd October 1907 was declared to be reserved forest under Section 19 of the Indian Forest Act, 1878 (VII of 1878), shall cease to be reserved forest from the date of this Notification.

Specification of land to be disforested.

District	*Taluka*	*Village*	*F. S. No.*	*Area* A G. Ans.
North Kanara.	Yellapur	Sondal Taraballi	111	2—11—0

Boundaries.

North: } South: } West:	F. S. No. 141
East:	F.S. Nos. 141 & 110

Remarks.—Entire area is disforested and excluded from the reserved forest.

[No. AFD 12 FAF 67.]

By Order and in the name of the Governor of Mysore,

1342 M. A. MECOAI, *Under Secy*

Food, Civil Supplies and Labour Secretariat

ORDER.

Bangalore, dated 27th October 1967.

S. O. 2033—Whereas the Government of Mysore are of opinion that an Industrial Dispute exists between the Workmen and the Management of M/s. Shirin Talkies, Karwar on the points noted below;

And whereas the Government of Mysore consider it desirable to refer the dispute for adjudication.

Now, therefore, in exercise of the powers conferred by clause (c) of sub-section (1) of Section 10 of the Industrial Disputes Act, 1947 (Central Act No. XIV of 1947), the Government of Mysore hereby refer the said dispute for adjudication to the Labour Court at Hubli.

Points of Dispute

"Whether the management known as Shirin Talkies, Karwar is justified in terminating the services of Shri B. D. Joshi (Balakrishna Dattatraya Joshi) Ex-workman, Vinekar Chawl, Karwar, with effect from 7th December 1966; if not, is he entitled for reinstatement with back wages or any other relief?"

(No. FCL 466 LLD 67.)

By Order and in the name of the Governor of Mysore,

1353 G. G. Purohit, *Under Secretary.*

ORDER.

Bangalore, dated 20th October 1967.

S. O. 2084.—WHEREAS the Government of Mysore are of opinion that an Industrial Dispute exists between the Workmen and the Management of Nav Bhart Slate Works, Bagalkot on the points noted below;

AND WHEREAS the Government of Mysore consider it desirable to refer the dispute for adjudication;

NOW, THEREFORE, in exercise of the powers conferred by clause (c) of sub-section (1) of Section 10 of the Industrial Disputes Act, 1947 (Central Act No. XIV of 1947), the Government of Mysore hereby refer the said dispute for adjudication to the Labour Court at Hubli;

Points of Dispute.

"1. Is the employer of the Nav Bharat Slate Works, Bagalkot justified in dismissing Shri Shivappa Karigar from Service and in denying work to Sri Rudrayya Halagali?

2. Are the workmen justified in demanding that Shri Shivappa Karigar and Sri Rudrayya Halagali reinstated with back wages?

If not, to what other relief are they entitled ?"

[No. FCL 599 LLD 67.]

By Order and in the name of the Governor of Mysore,

1331 G. G. PUROHIT, *Under Secretary.*

NOTIFICATION.

Bangalore, dated 17th October 1967.

S. O. 2085.—In exercise of the powers conferred by sub-section (1) of Section 7 of the Industrial Disputes Act 1947 (Central Act 14 of 1947) the Government of Mysore hereby constitutes a Labour Court for the State of Mysore called the Labour Court, Mangalore.

The term of the said Court shall be two years from the date on which the Presiding Officer assumes charge of his duties.

[No. FCL 211 LLE 67.] (II)

By Order and in the name of the Governor of Mysore,

1359 G. G. PUROHIT, *Under Secretary.*

NOTIFICATION.

Bangalore, dated the 27th October 1967.

S. O. 2086.—In exercise of the powers conferred by sub-section (1) of Section 7-A of the Industrial Disputes Act. 1947 (Central Act 14 of 1947), the Government of Mysore, hereby sanctions the continuance of the Additional Industrial Tribunal, Bangalore constituted under Notification No LMA 431 LLE 66, Dated 16th November 1966, for a period of two years from 21st November, 1967.

[No. FCL 211 LLE 67.]

By Order and in the name of the Governor of Mysore,

1360 G. G. PUROHIT, *Under Secy.*

ORDER.

Bangalore, dated the 21st October 1967.

S.O. 2087.—WHEREAS the Government of Mysore are of opinion that an Industrial Dispute exists between the Workmen and the Management of The Pandavapura Sahakara Sakkare Karkhane Ltd., Pandavapura on the points noted below :

NOW, THEREFORE, in exercise of the powers conferred by clause (d) of sub-section (1) of Section 10 of the Industrial Disputes Act, 1947 Central Act No. XIV of 1947), the Government of Mysore hereby refer the said dispute for adjudication to the additional Industrial Tribunal at Bangalore.

Points of Dispute.

(1) Are the workmen employed by the Pandavapura Sahakara Sakkare Karkhane Ltd., Pandavapura, listed in the Annexure 'A' entitled to the Designations, Grades and Fitments as claimed therein with effect from the date specified against each ? If not, are they entitled to any other relief ?

(2) Are the following workmen entitled to be confirmed with effect from the date mentioned against their names ? If not, are they entitled to any other relief ?

Sl No.	Name	Designation	Date from which to be confirmed
	Sriyuths :—		
1	R. Krishna Iyengar	Panman	2-2-1963
2	M. K. Shive Gowda	Man Water Supply	1-11-1960
3	Ismail		1-11-1960
4	D. M. Ramaswamy	Attenders	1-11-1960

(3) Is the Management justified in terminating the Services of the following workers ? If not, are the workers entitled to reinstatement with backwages and continuity of services ?

Sriyuths :—

(1) Kempalinge Gowda T. No. 16
(2) N. Shankara, T. No. 323
(3) Honnaiah, T. No. 419
(4) Puttaswamy, T. No. 228
(5) Puttaswamy, T. No. 488
(6) Bhadregowda, Fitter Helper
(7) Jai Singh, Watchman
(8) Ningaiah, T. No. 290
(9) Survanarayana, T. No. 451
(10) Dasappa, T. No. 264
(11) Ramanna, T. No. 112
(12) Ningegouda, T. No. 126
(13) B. Krishna, Clerk
(14) S. S. Bhadok, T. No. 317, Fitter
(15) Siddegouda, T. No. 413, Fitter Helper
(16) Kenchaiah, T. No. 486 Carpenter
(17) T. M. Mahadevachari, T. No. 516, Tare Wigh Bridge Clerk
(18) R. Ponnappa, Driver

(3) (b) Is the Management justified in terminating the services of the following workers ? If not, are the workers entitled to reinstatement with backwages and continuity of service ?

Sriyuths :—

1	Nanjegouda	12	Madaiah
2	Siddalingasetty	13	Ramaiah
3	Ramu	14	Pome Gowda
4	Karigowda	15	Thammanna Gowda
5	Shivanna	16	T. Sannaiah
6	Vairamudigowda	17	Dyave Gowda
7	Raju	18	Kempegowda
8	Ankegouda	19	Chickaninge Gowda
9	Jannegouda	20	Kalle Gowda
10	Ningasetty	21	K. Kempe Gowda
11	Jayarappa	22	Venkatappa

(4) Are the workers employed in the Centrifugal Section, Boiling House (Pan Floor), Sulphur House, Steam Valves and Boiler Section of the Pandavapura Sahakara Sakkare Karkhane Ltd., Pandavapura, entitled to Heat Allowance at the rate of 0.40 P. per worker per working day? If not, are they entitled to any other relief?

(5) Are the workmen employed in the Welding Section, Boiling Section, Sulphur and Lime sections and Watchmen, Motor Vehicle Drivers and Oil Men in the Mill and Boiling House of the Pandavapura Sahakara Sakkare Karkhane Ltd., Pandavapura, entitled to get 2 sets of Uniforms per year, each consisting of one pair of Trousers, one Shirt and a Pair of Footwear? If not, are they entitled to any other relief?

(6) Is Sri Narayana, T. No. 466 entitled to wages for the period from 14th August 1963 to 7th November 1963 on account of his not being taken on duty by the Management? If not is he entitled to any other relief?

(7) Are the workers who act in higher posts, entitled to receive Acting Allowance? If so, at what rate?

(8) Are the Vehicle Drivers entitled to a Daily Batta of Rs. 3 per day whenever they are sent out of the factory, beyond 12 miles, or are required to stay away from the factory at a distance beyond 12 miles? If not, are they entitled to any other relief?

(9) Are the workmen entitled to Furlough leave at the rate of six months on half pay or three months on full pay for every seven years of service in the factory, apart from the other leave benefits already enjoyed by them? If not, are they entitled to any other relief?

(10) Are the individual seasonal employees entitled to get the intimation of the date of reopening of the factory by Registered Post? If not, how they should be notified?

(11) Are the workmen residing at the Visveswaranagar Colony, entitled to get free transport facilities to and from the factory? If not, are they entitled to any other relief?

(12) Are the Workers justified in demanding that the Management should meet the Electricity Consumption charges in respect of the factory quarters in Visveswaranagar, to the extent of 8 units in respect of each quarters? If not are they entitled to any other relief ?

(13) Are the Operative Mechanics entitled to be fixed in the Highly skilled 'B' Grade in the scale of Rs. 135-7-170-EB-9-215 with effect from 1st November 1960? And at what stage they should be fixed in that grade? Are they entiled to the difference of wages from 1st November 1960 ?

[No. FCL 584 LLD 67].

By Order and in the name of the Governor of Mysore,

1305 G. G. PUROHIT, *Under Secy.*

ANNEXURE

Sl. No.	Name of worker	Designation given by the Management	Proper w/Board Designation claimed	Grade claimed	Scale claimed	Date with effect from which the benefits are claimed
1	2	3	4	5	6	7
Sriyuths :—						
1	R. Krishna Iyengar ...	Pan-man	Pan-in-charge	High Skilled A	180-8-220-EB-10-270	1-11-1960
2	Davegowda ...	Hammer Man	Hamer Man	Semi-skilled B	65-1/50-74	From the date of his transfer to workshop
3	Shamasbeer Jan ...	Welder B	Welder A	Skilled A	105-6-135-EB-7-170	28-1-1963
4	B. K. Gunda Setty ...	Lime Preparation Coolie	Liming Mate	Semi-skilled A	68-2-80	1-11-1960
5	M. B. Boregowda ...	Water Measuring Attendar	Mastication Mate	Do	Do	Do
6	G. K. Lingegowda ...	Do	Do	Do	Do	Do
7	L. Lingegowda ...	Do	Do	Do	Do	Do
8	S. Bettegowda ...	Do	Do	Do	Do	Do
9	M. H. Puttaswamy ...	Magma Attender	Magma Mate	Do	Do	Do

10	V Srinivasa Setty	...	Hopper Cooly	Hopper Mate	Do	Do	Do
11	Shivegowda	...	Lab Boy	Laboratory Asst.	Do	Do	Do
12	N Puttaswamy	...	Final Molasses	Molassess recorder	Do	Do	Do
13	Muniswamy	...	Sulphur Burner Cooly	Sulphur Mate	Do	Do	Do
14	Om Kavegowda	...	Hopper Cooly	Hopper Mate	Do	Do	Do
15	K Mariswamy	...	Do	Do	Do	Do	Do
16	K S Shivappa	...	Juice Sulphitation Attender	Sulphitation Mate	Do	Do	Do
17	G M Rangegowda	...	Lab. Boy	Lab. Asst.	Do	Do	Do
18	Thimmaiah Gowda	...	Boiling House Fitter	Head Fitter (Boiling House)	Highly skilled A	180-8-220-EB-10-270	Do
19	N Kempaiah	...	Do	Do	Do	Do	Do
20	N K Boraiah	...	Do	Do	Do	Do	Do
21	C Maryappa	...	Do	Do	Do	Do	Do
22	C K Kutti	...	Mill Fitter	Head Fitter (Mill House)	Do	Do	Do
23	J Narayana	...	Mill Fitter	Head Fitter (Mill House)	Highly skilled	180-8-220 EB-10-270	1-11-1960

1	2		3	4	5	6	7
24	M Narayana Murthy	...	Asst. Fitter Mill Section,	Fitter (First)	Highly skilled B	135-7-170-EB-9-215	1-11-1960
25	M Babuji	...	Do	Do	Do	Do	Do
26	C B Kenchaiah	...	Do	Do	Do	Do	Do
27	Krishnegowda	...	Do (Boiling Section	Do (Boiling Section)	Do	Do	Do
28	S Madappa	...	Do	Do	Do	Do	Do
29	Usman Khan	...	Do	Do	Do	Do	Do
30	M Kempegowda	...	Lab. Chemist	Lab. Chemist	Supervisor D	200-10-250-EB-10-300	7-12-1961
31	A Jacob	...	Turner II	Turner I	Skilled A	105-6-135-EB-7-170	14-11-1960
32	Y M Karigowda	...	Attender	Clerk	Clerical IV	87-4-107-EB-5-132	1-11-1960
33	Eraiah	...	Steam Valve Operator	Steam Valve Operator	Semi-skilled B	65-1/50-74	1-11-1960
34	Sambulingaiah	...	Steam Valve Operator	Steam Valve Operator	Semi-skilled B	65-1/50-74	1-11-1960
35	R N Shivananjegowda	...	Do	Do	Do	Do	Do
36	Narayana	...	Do	Do	Do	Do	Do
37	S K Bettaiah	...	Do	Do	Do	Do	Do
38	S C Channaveerappa	...	Wireman Helper	Asst Wireman (Qualified)	Skilled C	75-3-96	Do
39	T A Ramachandra	...	Do	Do	Do	Do	Do
40	Halagappa	...	Do	Do	Do	Do	Do

41	B Govinda Singh	...	Do	Do	Do	Do	Do
42	Suryanarayana	...	Do	Do	Do	Do	Do
43	Puttappa	...	Do	Do	Do	Do	Do
44	Ramaiah	...	Do	Do	Do	Do	Do
45	K K Narayana	...	Attender	Oilman (Boiling House)	Semi-skilled B	65-1/50-74	1-11-1960 (upto 21-1-1961)
45	K K Narayana	...	Attender	Godown Keeper	Clerical III	105-6-135-EB-7-170	From 22-1-1961
46	Abdul Asses Khan	...	Fitter C	Fitter I	Do A	Do	1-11-1960
47	NKrishnappa	...	Switch Board Attendant	Switch Board Attendant (Qualified)	Do C	75-3-96	From the date of his appointment
48	Puttegowda	...	Do	Do	Do	Do	Do
49	Nadikeregowda	...	Issue Boy	Store Issuer	Clerical III	105-6-135-EB-7-170	1-11-1960
50	B Kalegowda	...	Issue Boy	Store Issuer	Do	Do	Do
51	C Basappa	...	Do	Do	Do	Do	Do
52	Ramalingegowda	...	Do	Do	Do	Do	Do
53	M V Ramu	...	Welder Helper	Welder I	Skilled A	Do	-6-1964
54	P Somasekhara swamy	...	Clerk	Store Purchaser	Clerical III	Do	1-11-1960
55	H K Siddaramu	...	Asst. Time Keeper	Shift. Time Keeper	Clerical II	130-7-165-EB-8-205	Do
56	Nanjegowda	...	Do	Do	Do	Do	Do
57	G A Shivalingaiah	...	Do	Do	Do	Do	Do
58	H P Nanjappa Gowda	...	Do	Do	Do	Do	Do
59	Srinivasa Gowda	...	Pan Boy	Asst. Panman	Highly-skilled B	135-7-170-ED-9-215	Do

HEALTH AND MUNICIPAL ADMINISTRATION SECRETARIAT

CORRIGENDUM.

Bangalore, dated 31st October 1967.

S. O. 2038.—In the Government Notification No. LMA 54 MNB 66, dated 25th October 1967 regarding extension of limits of Belgaum City Municipality published at pages 4867 to 4874 of Part IV (2) (c) of the *Mysore Gazette*, dated 26th October 1967, under the Schedule 'C' and in the description of the boundaries in the 'EAST', (1) for the word "or" occurring in the 5th line, substitute the word 'of' (2) for the number '416' occurring in the 19th line, substitute the number '516'.

(No. LMA 54 MNB 66.)

By Order and in the name of the Governor of Mysore,

1366 **P. V. JOSHI, *Under Secy.***

REVENUE SECRETARIAT

NOTIFICATION.

Bangalore, dated the 26th October 1967.

S. O. 2089.—WHEREAS the State Government considers that for the purpose of providing opportunities of training as Tahsildar for the Probationer of the I. A. S., it is expedient to appoint Smt. Sarita Ram Prakash as Special Tahsildar for a taluk to exercise such powers and discharge such duties as are exercised and performed by a Tahsildar.

NOW, THEREFORE, in exercise of the powers conferred by sub section (1) of Section 12 of the Mysore Land Revenue Act, 1964 (Mysore Act 12 of 1964) the Government of Mysore hereby sanction the appointment for the said purpose of one Special Tahsildar for Bangalore North Taluk in Bangalore Division for a period of two months from 15th December 1967.

This notification is issued in partial modification of Government Notification No. RD 271 ASG 67 dated 21st September 1967.

[No. RD 306 ASG 67.]

By Order and in the name of the Governor of Mysore,

1362 K. C. PUTTANARASIAH, *Under Secy.*

NOTIFICATION.

Bangalore, dated the 26th October 1967.

S. O. 2090.—In exercise of the powers conferred by sub-section (3) of Section 12 of the Mysore Land Revenue Act, 1964 (Mysore Act 12 of 1964) the Government of Mysore hereby appoints Kumari K. Bhavani I. A. S. Probationer, as Special Tahsildar, of Mysore taluk for a period of two months from 1st November 1967.

She shall exercise all the powers and perform all the duties as are exercised and performed by a Tahsildar under the Mysore Land Revenue Act, 1964 during the said period.

[No. RD 303 ASG 67.]

By Order and in the name of the Governor of Mysore,

1363 K. C. PUTTANARASIAH, *Under Secy.*

NOTIFICATION.

Bangalore, dated the 26th October 1967.

S. O. 2091.—Whereas the State Government considers that for the purpose of providing opportunities of training as Tahsildar for the probationer of the I. A. S., it is expedient to appoint her as Special Tahsildar for a Taluk to exercise such powers and discharge such duties as are exercised and performed by a Tahsildar.

NOW, THEREFORE, in exercise of the powers conferred by sub-section (1) of Section 12 of the Mysore Land Revenue Act, 1964 (Mysore Act 12 of 1964), the Government of Mysore hereby sanction the appointment for the said purpose of one Special Tahsildar for Mysore taluk in Mysore Division for a period of two months from 1st November 1967.

[No. RD 303 ASG 67.]

By Order and in the name of the Governor of Mysore,

1365 K. C. PUTTANARASIAH, *Under Secy.*

COMMERCE AND INDUSTRIES SECRETARIAT

NOTIFICATION.

Bangalore, dated 28th October 1967.

S. O. 2092.—In exercise of the powers conferred under Rule 15 (1) of the Mineral Concession Rules, 1960, the Government of Mysore hereby revoke the orders issued in Government Notification No. CI 92 EPI 67, dated 8th June 1967 sanctioning a Prospecting Licence for China Clay in respect of the area of 95.10 acres of land in Balehosur Village, Shirhatti Taluk, Dharwar District in favour of Messrs. Lingaraj Mills, Haveri, as the grantee failed to pay the security deposit and execute the deed within the prescribed time limit.

[No. CI 161 EPI 67.]

By Order and in the name of the Governor of Mysore,

1371

N. NARAYANASWAMY, *Under Secy.*

Financial Secretariat.

NOTIFICATION.

Bangalore, dated 21st October 1967.

S. O. 2093.—In exercise of the powers conferred by sub-section (2) of Section 17 of the Mysore Agricultural Income Tax Act, 1957 (Mysore Act 21 of 1957), and in supersession of Notification-I No. FD 55 CSE 67, dated 22nd February, 1967, the Government of Mysore hereby appoints the Officers specified in Column (2) of the Table below to be the Officers specified in the corresponding entries in column (3) to exercise the powers and perform the functions and duties respectively conferred on them by or under the said Act, in respect of all classes of persons and agricultural income, in the areas specified in the corresponding entries in column (4) thereof:—

TABLE.

Sl. No.	Designation of Officers and their Headquarters.	Designation of the Officers as appointed under the Act.	Area.
1	2	3	4
1.	Deputy Commissioner of Agricultural Income tax, Mysore.	Deputy Commissioner of Agricultural Income tax	Districts of South Kanara, Coorg, Mysore, Mandya, Hassan, Chikmagalur, Shimoga, Bangalore, Kolar, Tumkur and Chitradurga.
2.	Deputy Commissioner of Agricultural Income Tax Dharwar.	Deputy Commissioner of Agricultural Income Tax	Districts of Belgaum, Bijapur, North Kanara, Dharwar, Bellary, Raichur, Gulbarga and Bidar.

[No. FD 442 CSE 67.]

By Order and in the name of the Governor of Mysore,

1634

Syed Gulam Khaja,
Under Secy.

AGRICULTURE AND FOREST SECRETARIAT

NOTIFICATION.

Bangalore, dated 21st October 1967.

S. O. 2094.—In exercise of the powers conferred by Section 4 of the Madras Forest Act, 1882 (Madras Act V of 1882), as in force in the Madras Area, the Government of Mysore hereby—

(i) declares that it is proposed to constitute the lands in the Puttur Taluk of South Kanara District, the situation and limits of which are specified in the Schedule hereto annexed, as reserved forest ;

(ii) appoints the Forest Settlement Officer, Mangalore, to be the Forest Settlement Officer for purposes of clause (c) of the said Section; and

(iii) appoints the Divisional Forest Officer, Mangalore Division, Mangalore, to attend on behalf of the Government at the inquiry conducted by the said Forest Settlement Officer.

Under Section 14 of the said Act, the Government of Mysore hereby appoints the Deputy Commissioner of South Kanara District to hear appeals on any orders passed by the Forest Settlement Officer under Sections 11, 12 and 13 of the said Act.

SCHEDULE

Name of the District	...	South Kanara
Name of the Taluk	...	Puttur
Name of the Villages	...	Peruvaje.—S. Nos. 178, 180, 181 and 154/1. Palthadu.—S. Nos. 25 and 86. Koltbige.—S. Nos. 1/1 and 5/1. Keyyur.—S. Nos. 238/3A, 234/1A and 361/1–3.
Area	...	335 Acres.
Name of the Block	...	Palthadu Block.

Boundary Description

North.—Starting from station No. 133 the line runs due East to a distance of 1514 links to station No. 136 and then turns due South and South–East to a distance of 993 links upto station No. 139, wherefrom it goes due North–East to a distance of 406 links to station No. 141. Then it turns due East to a distance of 827 links to station No. 144 and turns due North to a distance of 925 links to station No. 147. From this station, the line takes Easterly course and runs a distance of 1666 links upto station 152 then runs due North–East to a distance of 500 links, to station No. 153, where it meets the road leading from puttur to Bellare. Then the line leaves the road and runs due South–East to a distance of 278 links to station No. 154 and then turns due South–West to a distance of 553 links to station No. 155 and again due South–East to a distance of 220 links to station No. 156. From here the line turns due South–West to a distance of 600 links to station No. 157 then South–East to a distance of 587 links to 159. Then it turns due South–West to a distance of 542 links to station No. 160 then due East to distance of 645 links to station No. 161. From this station it goes due North to a distance of 1910 links and meets station No. 163 and also the road coming from Puttur-Bellare Road. The line here crosses the said road between 6/4 and 6/5 mile stone and runs due North–West almost parallel to the road to a distance of 1985 links and meet staion No. 166 and then leaves the road, which turns due West and the line due North–East to a distance of 815 links to station No. 167. From this station, the line runs due West to a distance of 151 licks to station No. 168 and turns due North to a distance of 112 links to station No. 163. Now the boundary runs in Kevyur Village and turn due North–East to a distance of 1110 links to station No. 171. Then it abruptly runs down due South to a distance of 1085 links to station No. 179, wherefrom it turns due South–East to a distance of 413 links to station No. 173 and then goes due North–East to a distance of 261 links to station No. 174, then goes due North to a distance of 560 links to station No. 176. From this point, the line runs due North-East to a distance of 1363 links to station No. 178 and then turns due South to a distance of 824 links to station 179. The line then turns due North-East to a distance of 441 links to station No. 160 and then goes due South–East to a distance of 1040 links to station No. 183. From this station the line runs due South-West to a distance of 1775 links to station 1 and the starting point. From station No. 1 the line runs due South and crosses the road and runs to a distance of 349 links to station No. 2 The road then runs due East and leaves the line which also runs South–East to a distance of 917 links to station No. 5 and then again goes due South–East to a distance of 984 links to station No. 8. The line then turns due North-East to a distance of 700 links to station No. 10. From here the line goes due North and after running a distance of 225 links meets Puttur-Bellare road and leaves the

road at 325 links and further runs to a distance of 290 links to station No. 11 where also the village boundary stone is fixed. From this village boundary stone, the line runs due East to a distance of 275 links to station No. 12 and then goes due North-East to a distance of 348 links to station No. 13. From here the line takes a Easterly course to a distance of 143 links to station No. 17 and then runs due North to a distance of 1247 links to station No. 30 then runs due East to a distance of 1235 links to station No. 24. Now the line turns due South to a distance of 330 links to station No. 25, where from it runs due East to a distance of 345 links to station No. 26 then turns due North-East to a distance of 458 links to station No. 28.

Bearings and distances from station to station are furnished below :

Station From	Numbers To	Bearings	Distances in links
133	134	90	439
134	135	106	707
135	136	120	368
136	137	182	217
137	138	142	504
138	139	139.5	272
139	140	66.5	180
140	141	51.5	226
141	142	99 5	243
142	143	101	274
143	144	87.5	310
144	145	7.5	294
145	146	10	248
146	147	40	383
147	148	101	558
148	149	104.5	265
149	150	100	327
150	151	83	291
151	152	94.5	2 5
152	153	44	500
153	154	141	278
154	155	199	563
155	156	111	220
156	157	206	6 0
157	158	131.5	353
158	159	103.5	214
159	160	203 5	523
160	161	99 5.	645
161	162	13 5	950
162	163	3.5	960

Station Form	Numbers To	Bearings	Distances in links
163	164	291.5	914
164	165	297.5	623
165	166	301	283
166	167	31.5	845
167	168	276	851
168	169	10	112
169	170	74	488
170	171	89 5	632
171	172	185.5	105
172	173	111	413
173	174	57.5	961
174	175	356	827
175	176	312.5	233
176	177	44	843
177	178	56	519
178	179	155	824
179	180	72	441
180	181	138	500
181	182	133.5	183
182	183	129	3 2
183	184	211.5	384
184	185	232	42
185	186	265.5	392
186	187	240	375
187	188	243	247
188	1	214	395
1	2	11	319
2	3	122	365
3	4	88	348
4	5	81.5	204
5	6	119	241
6	7	120	221
7	8	151	482
8	9	69	264
9	10	56	436
10	11	18	910
11	12	85	215
12	13	19	318
13	14	72 5	2 6
14	15	83 5	228
15	16	80	551
16	17	65 5	415
17	18	8.5	120
18	19	3	222

Station From	Numbers To	Bearings	Distances in links
19	20	16.5	505
20	21	135.5	508
21	22	96	320
22	23	63	147
23	24	110	260
24	25	158	330
25	26	92	435
26	27	40	230
27	28	48	228

East.—From station No. 28, the line which is in Peruvaje Village runs due South-East to a distance of 325 links to station No. 29 and then due South to a distance of 502 links to station No. 30, wherefrom it turns due South-West to a distance of 1413 links to station No. 34 and turns due East to a distance of 430 links to station No. 35, and again due South-East to a distance of 609 links to station No. 37. From this station, the line runs due South-West to a distance of 509 links to station No. 38 and then turns due North-West to a distance of 742 links to station No. 40. Then the line runs due South-West to a distance of 532 links to station No. 41 wherefrom it runs due South-East to a distance of 2978 links to station No. 52 and then due South-West to a distance of 305 links to station No. 53. The line again goes towards South-East to a distance of 270 links to station No. 54 and then due North-East to a distance of 234 links to station No. 55. From this station, the line runs due South to a distance of 780 links to station No. 57. At station No. 56 the line meets the village boundary line. From station No. 57 the line runs due South-West to a distance of 392 links to station No. 58 and then due West to a distance of 362 links to station No. 59, where it meets again the Puttur-Bellare road.

The Bearings and distances from station to station are furnished below :—

Station From	Numbers To	Bearings	Distances in links
28	29	109	325
29	30	167.5	502
30	31	228	382
31	32	246	318
32	33	270	510
33	34	150	203
34	35	89	430
35	36	123	352

Station From	Numbers To	Bearings	Distances in links
36	37	158.5	257
37	38	230.5	509
38	39	310	4 9
39	40	303	253
40	41	240	532
41	42	161	325
42	43	109 5	280
43	44	138-5	351
44	45	17 .5	214
45	46	1 2 5	286
46	47	101.5	210
47	48	124	1 0
48	49	111.5	209
49	50	164 5	178
50	51	114	370
51	52	153	393
52	53	201.5	305
53	54	143	270
54	55	69 5	234
55	56	168 5	505
56	57	186	275
57	58	235 5	392
58	59	2-0 5	361

South.—From station No. 59, where also the line meets the road, the line runs due South-West and along the road to a distance of 2212 links and meets the station No. 61. Then the line leaves the road and runs due North-East to a distance of 410 links to station No. 64 and then due West to a distance of 1211 links to station No. 66, and again runs due South to a distance of 402 links to station No. 67. From here the line runs again along the road to a distance of 529 links to station No. 69 wherefrom it leaves the road and runs due North to a distance of 7 01 nks to station No. 70 and again turns due West to a distance of 750 links to station No. 71 and then South to a distance of 550 links to station No. 72 From here the line runs along the road to a distance of 565 links to station No. 73 from which place and road runs due West and the line due South-West to a distance of 907 links to station No. 75. The boundary line now runs due South-West to a distance of 2,620 links across station No. 81 and then due south to a distance of 505 links to station No. 86 then due West to a distance of 563 links to station No 87 and then to a short distance of 293 links then runs due North to station No 88 and then turns due South-West to a distance of 872 links to station No 91. From this station the line runs due South-West to a distance of 343 links to station No. 93 and then due South-West to a

distance of 510 links to station No 94 then again due North-West to a distance of 182 links to station No. 95 wherefrom it runs due South-West to a distance of 1,053 links to station No. 99. Then the line runs due North-West to a distance of 1,486 links upto station No. 105 and then it runs due South-West to a distance of 157 links to station No. 108 and then due West to a distance of 442 links to station No. 107.

The bearings and distances from station to station are furnished below :—

Station Numbers From	To	Bearings	Distances in links
59	60	314.5	317
60	61	306	866
61	62	289	690
62	63	296.5	369
63	64	44	440
64	65	307.	610
65	66	292.5	601
66	67	201	402
67	68	281.5	294
68	69	308.5	235
69	70	55	750
70	71	302	750
71	72	240	550
72	73	302	665
73	74	229.5	634
74	75	241	273
75	76	280.5	348
76	77	260	614
77	78	245	140
78	79	276	190
79	80	266	140
80	81	291	273
81	82	239.5	256
82	83	245	329
83	84	243	195
84	85	203	298
85	86	196	140
86	87	264	315
87	88	311.5	282
88	89	214.5	357
89	90	228.5	267
90	91	187.5	218
91	92	140.5	323
92	93	259.5	105
93	94	251	406

Station From	Numbers To	Readings	Distances in links
94	95	302.5	182
95	96	255	216
96	97	216	164
97	98	232	267
98	99	246 5	406
99	100	323	270
100	101	283	286
101	102	283 5	184
102	103	256 5	311
103	104	331	313
104	105	293.5	122
105	106	208	157
106	107	261	442

East :—Starting from station No. 107, the line runs due North-West to a distance of 1169 links upto station No. 111 then it runs due South-West to a distance of 253 links to station No. 112 and then due North-West to a distance of 631 links to station No. 113 and then due North-East to a distance of 448 links to station No. 115 From this station No. 116 which returns it runs due South-West to a distance of 95 links to station No. 117 and then turns due West to a distance of 552 links upto station No 119. Now the line changes its course and runs due North-West to a distance of 470 links to station No. 120. hence runs due North East to a distance of 631 links a station No. 122 then again runs due North-East to a distance of 774 links to station No. 1 3. From this station the line runs due South West to a distance of 1058 links to station 125 where from it runs due North-West to a distance of 135 links to station No 1 6 and then runs due North-East to a distance of 428 links to station No. 127 and then runs due North-West to a distance of 402 links to station No 128 and again it runs due South-West to a distance of 478 links to station No. 129 and then runs due North-West to a distance of 105 links to station No. 30 and then turns due North-East to a distance of 313 links to station No. 131, then it runs due East to a distance of 510 links to station No. 132 and finally runs due North-East to a distance of 167 links to station No. 133.

The bearings and distances from station to station are furnished below :—

Station Numbers		Bearings	Distances in links
From.	To		
107	108	323.5	298
108	109	323	184
109	110	330.5	273
110	111	351	414
111	112	270	153
112	113	322 5	534
113	114	30	138
114	115	30	504
115	116	307	294
116	117	231	95
117	118	262.5	314
118	119	312	470
119	120	42	228
120	121	66.5	403
121	122	13	774
122	123	250.5	774
123	124	223.5	354
125	126	315	185
126	127	78.5	498
127	128	325	401
128	129	321	478
129	130	303.5	605
130	131	358.5	313
131	132	71	590
132	133	6.5	187

Description of the Boundary line :—The road leading from Puttur to Bellare enters the plantation between 6/2 and 6/3 mile stone and runs almost in the middle of the plantation till it reaches station No. 73 wherefrom the boundary line deviates and the road forms the southern boundary of the plantation and till its end. The villages each have their boundary line laid out on ground. There are some wooded areas inside, which are excluded from planting. The area is a barren hillock with admixture of scrub timber growth here and there. The soil is a gravelly one well suited for cashew plantation, hence selected for raising cashew plantation.

Right of way :—(1) The road from Puttur to Bellare has to be kept open for public use.

Other Rights :—

(1) Free grazing of cattle by villagers.

(2) Free removal of green manure leaves for *bona fide* use by the villagers.

(3) Free removal of dry fuel for *bona fide* use.

(4) Free removal of thatch grass.

[No. AFD 101 FAF 67.]

By Order and in the name of the Governor of Mysore,

M. A. MECCAI, *Under Secretary*.

Food, Civil Supplies and Labour Secretariat

ORDER

Bangalore, dated the 30th October 1967.

S. O. 2095.—Whereas the Government of Mysore are of opinion that an Industrial Dispute exists between the Workmen and the Management of Bharat Beedi Works, Mangalore on the points noted below;

And whereas the Government of Mysore consider it desirable to refer the dispute for adjudication;

Now, therefore, in exercise of the powers conferred by clause (*c*) of sub section (1) of Section 10 of the Industrial Disputes Act, 1947 (Central Act No. XIV of 1947), the Government of Mysore hereby refer the said dispute for adjudication to the Labour Court at Hubli.

Points of Dispute.

"Is the Management of M/s. Bharath Beedi Works, Mangalore, justified in refusing employment of Shri K. Srinivasa Rao, Driver ?

If not, whether the workman is entitled for reinstatement with back wages ?

If not, to what other relief is the workmen entitled ?"

[No. FCL 493 LLD 67.]

By Order and in the name of the Governor of Mysore,

1374 G. G. Purohit, *Under Secy.*

DEVELOPMENT, HOUSING, PANCHAYATI RAJ AND CO-OPERATION SECRETARIAT.

NOTIFICATION.

Bangalore, dated 30th October 1967.

S. O. 2096.—WHEREAS by Government Notification, Revenue Department No. 2380/45, dated the 30th January 1948 issued under sub-section (1) of Section 4 of the Bombay Agricultural Produce Markets Act, 1939 (Bombay Act XXII of 1939), the Government of Bombay was pleased to regulate the purchase and sale of gur, cotton (ginned and unginned) and groundnut (shelled and unshelled) in the area of Gokak Taluk of Belgaum District and declared it to be a market area;

AND WHEREAS by Government Notification Development Department No. PMA 4150, dated the 14th December 1950, issued under sub-section (4) of Section 4 of the Bombay Agricultural Produce Markets Act, 1939 (Bombay Act XXII of 1939), the Government of Bombay was pleased regulate the purchase and sale of Tur and safflower in addition to gur, cotton (ginned and unginned) and ground nut (shelled and unshelled) in the said Market area;

AND WHEREAS by Government Notification Development Department No. ADM 8854, dated the 26th March 1955 issued under sub-section (4) of Section 4 of the Bombay Agricultural Produce Markets Act, 1939 (Bombay Act XXII of 1939), the Government of Bombay was pleased to regulate the purchase and sale of Jowar, wheat, bajri and chillies in addition to gur, cotton (ginned and unginned) ground nut (shelled and unshelled), tur, and safflower in the said Market area;

AND WHEREAS by Government Notification No. DPC 135 CMD 67, dated the 5th July 1967, issued under sub-section (4) of the Section 4 of the Bombay Agricultural

Produce Markets Act, 1939 (Bombay Act XXII of 1939), as in force in the Bombay area, the Government of Mysore declared intention to regulate the purchase and sale of onions and maize also in addition to gur, cotton (ginned and ungirned), ground nut (shelled and unshelled), tur, safflower, jowar, wheat, bajri and chillies in the said Mark t area;

Now, THEREFORE, in exercise of the powers conferred by sub-section (4) of Section 4 of the Bombay Agricultural Produce Markets Act, 1939 (Bombay Act XXII of 1939), the Government of Mysore, hereby direct that with effect from 16th November 1967 the said area shall be a market area for the purposes of the said Act in respect of onions and msize in addition to gur, cotton (ginned and unginned), ground nut (shelled and unshelled), tur, safflower, jowar, wheat, bajri and chillies in the said Market area.

[No. DPC 135 CMD 67.]

By Order and in the name of the Governor of Mysore,

1367 S. V. PRABHU, *Under Secy.*

AGRICULTURE AND FOREST SECRETARIAT

NOTIFICATION.

Bangalore, dated 25th October 1967.

S. O. 2097.—In exercise of the powers conferred by Section 4 of the Madras Forest Act, 1882 (Madras Act V of 1882), as in force in the Madras Area, the Government of Mysore hereby—

(i) declares that it is proposed to constitute the lands in the Puttur Taluk of South Kanara District, the situation and limits of which are specified in the Schedule hereto annexed, as reserved forest;

(ii) appoints the Forest Settlement Officer, Mangalore to be the Forest Settlement Officer for purposes of clause (c) of the said Section; and

(iii) appoints the Divisional Forest Officer, Mangalore to attend on behalf of the Government at the inquiry conducted by the said Forest Settlement Officer.

Under Section 14 of the said Act, the Government of Mysore hereby appoints the Deputy Commissioner of South Kanara District to hear appeals on any orders passed by the Forest Settlement Officer under Sections 11, 12 and 13 of the said Act.

SCHEDULE

Name of the District	...	South Kanara
Name of the Taluk	...	Puttur
Survey Field Nos.	...	4/1
Extent	...	171.10 acres
Name of the Block	...	Bajathur Block II

Boundary description.

North.—Starting from the North-Western corner of the cairn of 1963 cashew plantation of Bajathur village, the boundary line runs in the South-Eastern direction to station No. 2 passing through the intermediate station No. 1 to a distance of 1087 links. From there it runs in the South-Western direction to station No. 4 passing through the intermediate station No. 3 to a distance of 978 links Thence the boundary line runs in the South-Eastern direction to station No 6 passing through the intermediate station 5 to a distance of 1048 links. From that point the boundary line of the block runs in the South-Western direction to station No. 8 at a distance of 632 links, passing through the intermediate station No. 7. From there the line runs in South-Eastern direction to reach the station No. 11 passing through the intermediate station No. 9 and 10 at a distance of 1148 links. Thence it runs in North-East direction to a distance of 630 links to reach station No. 12. From there it runs in the South-Eastern direction to station No. 15, passing through intermediate station 13 and 14 to a distance of 1943 links. Thence the line runs in the North-Eastern directions to a distance of 1240 links to reach station No. 16. Thence it runs in the South-Eastern direction to a distance of 1066 links to join station No. 17. Thence it runs in the North-Eastern direction to a distance of 427 links to join station No. 18. From there it runs in the South-Eastern direction to a distance of 412 links to join station No. 19. The bearing and distance from station to station are as follows:—

Station Numbers		Bearings in degrees in F. B.	Distances in links
From	To		
1	2	3	4
0	1	99.30°	913
1	2	157°	273
2	3	222°	308
3	4	220.30°	610

1	2	3	4
4	5	171°	490
5	6	136·30°	558
6	7	262	369
7	8	230°	313
8	9	145°	529
9	9A	122·30°	272
9A	10	125·30°	254
10	11	58·30°	293
11	12	87°	630
12	13	114°	614
13	14	103°	753
14	15	92·30°	576
15	16	86°	1240
16	17	48°	1066
17	18	82°	427
18	19	127·30°	412

East—Thence the boundary line of the block runs in the South-Western direction to a distance of 3164 links to join station No. 24 passing through the intermediate stations from 19A to 23. From there it runs in South-Eastern direction to a distance of 821 links to join station No. 26 passing through intermediate stations 25 and 25A. From there it runs in the North-Eastern direction to a distance of 637 links to join station No. 27A passing through intermediate station 26A and 27, and from there it runs exactly in Eastern direction to a distance of 171 links to join station No. 28. From there it runs in the South-Eastern direction to a distance of 2·0 links to join station No. 29. From there it runs in the South-Western direction to a distance of 2523 links to join station No. 36 passing through intermediate stations Nos. 30 to 35. The bearings and distance from station to station are as follows :—

1	2	3	4
19	19A	241·30°	200
19A	20	240·30°	573
20	21	2 8	842
21	22	216	459
22	23	2·0	668
23	24	181·30°	422

1	2	3	4
24	25	153	430
25	25A	109.30°	162
25A	26	16.30°	212
26	26A	59.30°	173
26A	27	64.30°	174
27	27A	68	290
27A	28	90	171
28	29	120	290
29	30	240.30°	278
30	31	251.30°	279
31	32	258.30°	410
32	33	235	240
33	34	201	552
34	35	207.30°	250
35	36	213.30°	619

South—The boundary line runs in the North-West direction to a distance of 650 links to join station No. 37 passing through intermediate station from 36A. From there it runs in the Northern direction to a distance of 517 links to join station No. 38. From there it runs in South-Western direction to a distance of 190 links to join station No. 39. From there it runs in the North-Eastern direction to a distance of 623 links to reach the station No. 40 and from there it runs in North-Western direction to a distance of 185 links to join station No. 41. Thence it runs in the South-Western direction to a distance of 847 links to reach station No. 42 passing through intermediate stations 41A to 41B. Thence it runs in North-Western direction to a distance of 1148 links to join station No. 44 passing through the intermediate station from 43. Thence the boundary line runs in the South-Western direction to a distance of 1114 links to join the station No. 46 passing through intermediate stations from 45 and 45A. Thence it runs in the north-western direction to a distance of 530 links to reach station No. 48 passing through intermediate stations from 46A and 47. Thence it runs in the South-Western direction to a distance of 1796 links to reach station No. 51A passing through intermediate stations 49 to 51. Thence

it runs in North-Western direction to a distances of 128 links to join station No. 52. The bearings and distance from station to station are as follows:—

Station Numbers From	To	Bearings in degrees in F.B.	Distances in links
36	36A	312	482
36A	37	317.30°	164
37	38	2	517
38	39	255	190
39	40	41	623
40	41	332	1·5
41	41A	224.30°	344
41A	41B	248	228
41B	42	263	275
42	43	294	649
43	44	290	500
44	45	195	600
45	45A	200	374
45A	46	207	140
46	46A	286.30°	154
46A	47	2·0	150
47	48	294.30°	326
48	49	244	349
49	49A	233.30°	259
49A	50	227.30°	195
50	51	260	350
51	51A	274.30°	573
51A	52	287	128

West—Thence the boundary line of the block runs in the North-Eastern direction a distance of 2600 links to join station No. 59 passing through intermediate stations 52 to 58. Thence it runs in the North-Western direction to a distance of 1216 links to join station 62 passing through intermediate station 61. Thence it runs in the North-Eastern direction to a distance of 266 links to join station No. 63 passing through intermediate station No. 62A and thence it runs in the North-Western direction to a distance of 212 links to join station 63A. Thence it runs in the North-Eastern direction to a distance of 455 links to join station No. 65 passing through intermediate station from

64. Thence it runs in North-Western direction to a distance of 763 links to join station No. 67 passing through intermediate stations 66 and 66A. Thence it runs in the North-Eastern direction to a distance of 559 links to join station No. 69 passing through an intermediate station from 68. Thence the boundary line runs in the Northern direction to a distance of 483 links to join station No. 69A and thence it runs in the North-Eastern direction to a distance of 1016 links to join station No. 0 passing through the intermediate stations from 69 B to 6 C.

The bearings and distance from station to station are as follows:—

1	2	3	4
52	53	27	331
53	54	19	437
54	54A	11.30°	163
54A	55	18	3.9
55	56	23.30°	306
56	57	22.30°	460
57	57A	19	2.9
57A	58	29.30°	142
58	59	22.30°	183
59	59A	310.30°	444
59A	60	303	68
60	61	307.30°	453
61	62	315	201
62	62A	37	145
62A	63	32.50°	121
63	63A	351.30°	212
63A	64	47.30°	238
64	65	54	227
65	66	333	251
66	66	326.30°	351
66A	67A	333	161
67	68	9.30°	136
68	69	24	428
69	69	359	483
69A	69B	81	409
69B	69C	34	603
69C	0	32	104

Enclosure : Starting from the station No. 54 of Bajathur Block a tie line is drawn South-Eastern direction at a distance of 40+ links to reach the station No. 1 of the enclosure. Then the survey line runs to North-East direction to station No. 2 at a distance of 544 links. From here the line turns South-Eastern direction over a distance of 300 links to station No. 3. Thence it runs Southern direction at a distance of 741 links to station No. 4 passing through the intermediate station No. 3A. Then the line runs North-West direction to the station No 1, at a distance of 596 links. Thence the traverse closes. The bearings and distance from station to station are as follows :—

1	2	3	4
51	1	109°	409
1	2	25	544
2	3	108	300
3	3A	185	488
3A	4	177½	253
4	1	304½	596

Other Rights :

1. Free grazing of cattle by villagers inside the block.

2. Free removal of green manure leaves for the *bona fide* use by the ryots.

3. Free removal of dry fuel for the *bona fide* use by the villagers.

4. Free removal of Muligrass for the *bona fide* use by the ryots.

[No. AFD 48 FAF 67.]

By Order and in the name of the Governor of Mysore,

M. A. MECCAI, *Under Secy.*

Education Secretariat.

NOTIFICATION.

Bangalore, dated 30th October 1967.

S. O. 2`98.—In exercise of the powers conferred under sub-section (3) of Section 32 of the Karnatak University Act 1949 (Bombay XX of 1949), the Government of Mysore are pleased to sanction fresh affiliation of the Municipal Arts College, Lakshmeshwar to the Karnatak University for teaching Pre-University Arts and B.A., Part I Courses for a period of one yeat from June 1967 subject to the conditions laid down by the Karnatak University as also to the condition that the management must satisfy the University that it will maintain the College without Government grants and also that the College must satisfy the University before the next financial year about its financial position.

[No. ED 99 UAC 67.]

By Order and in the name of the Governor of Mysore,

1378 S. N. Sreenath, *Under Secretary.*

GOVERNMENT OF MYSORE.

FOOD, CIVIL SUPPLIES AND LABOUR DEPARTMENT (LABOUR).

Labour Dispute.—Industrial Dispute between the Workmen and the Management of Voltas, Ltd., 21. Kasturba Road, Bangalore-1

Award of the Additional Industrial Tribunal, Bangalore—Published.

Read the following papers :—

(1) Letter No. I. T No. 597-S/67-68, dated 17th October 1967 from Shri V. C. Ramachandran Presiding Officer, Additional Industrial Tribunal, Bangalore.

BEFORE THE ADDITIONAL INDUSTRIAL TRIBUNAL, BANGALORE.

Dated this 11th October 1967.

Present :

Sri V. C. Ramachandran, B.A., B.SC., (London) Bar-at-Law,
... Presiding Officer

A.I.D. No. 31 of 1966

I Party.	*vs*	*II Party.*
Workmen of Voltas. Ltd., 21, Kasturba Road, Bangalore-1.		Management of Voltas, Ltd., 21, Kasturiba Road, Bangalore-21

Appearances.

For the I Party.—Sri K. P. Sachindranath, Trade Unionist.

For the II Party:—Sri V. L. Narasimha Murthy, Advocate, Bangalore.

Reference

Government Order No. PLM 486 LLD 65, Bangalore, dated 25th November 1965.

AWARD.

This is a Reference by the Government of Mysore of an industrial Dispute between the Workmen and the Management of Voltas, Ltd., 21, Kasturba Road, Bangalore-1, under section 10 (1) (d) of the Industrial Disputes Act, 1947, made by their Order

No PLM 486 LLD 65. dated 25th November 1965 This Reference was transferred from the file of the Industrial Tribunal, Bangalore, to this Additional Industrial Tribunal, by an Order N. LMA 525 LLE 66, dated 17th December 1966, and it was registered as A. I D. No 31 of 1966. There are as many as 16 demands made by the I Party workmen which have been referred to this tribunal for adjudication. The points of dispute referred are as per Annexure "A" to this award.

2. The II Party Company M/s Voltas, Ltd, which will hereafter be referred to as the Company, came into existence in the year 1954 as a result of collaboration between a Swis Firm known as M/s Volkart Brothers, and the Indian Company M/s. Tata & Sons, Ltd. It has its Head Office at Bombay and Branches in various places and one at Bangalore, with which we are concerned The main activity of the company so far as this Bangalore Branch is concerned, is the sale and servicing of the various Engineering products such as Electrical equipment, mining equipment, agricultural machinery and implements, Air conditioning and Refrigeration machinery, materials handling equipment etc. The manufacturing side of this Company is situated elsewhere at Thana and Chinchpokli. The workmen contend that the Company has been doing very good business as distributors of Engineering goods and also of Pharmaceuticals articles It is in fact the sole distributor of certain Engineering commodities as well as pharmaceutical products The company has been expending its activities to meet the growing demands for its various products in this country and in order to further its business it has opened branches in various places and the Regional office in Bangalore was opened in 1956. The Branch at Bangalore has been steadily increasing its turnover, gross profits and net profits year by year and due to the efforts of the workmen the company has built huge reserves and increased the quantum of dividends. It is therefore in a position to meet the demands and its financial capacity remains undisputed.

3. The workmen submit that they are entitled to a share in the prosperity of the company and under the Socialistic pattern of Society, they should be given a fair wage which will enable them to meet their needs in life. They submit that there has been a change in the circumstances justifying a revision in the wage scales and although a living wage is at present unattainable, they are certainly entitled to atleast a fair wage which is in keeping with the modern trend towards the establishment of a welfare

state. The minimum wage for a working class at the cost of living index of 399 at Bombay has been found to be about Rs 118/- for a family of 4 consumption units. The cost of living index has risen to about 690 and therefore the wage structure has to be revised on the basis of prices prevailing to-day.

4. The I Party Union was founded in the year 1957 to protect and promote the interest of the workmen. In the year 1953 a Settlement was reached with regard to the various demands put up by the Union between them and the management, and that settlement expired in 1960 Soon after another charter of demands was made by the Union in the year 1961 and after protracted negotiations for about 1½ years another settlement was reached in 1963 which again expired in 1964. The Union made demands again on 11th January 1965, but they were not conceded by the management and after prolonged discussion the chapter of demands was referred to the tribunal by the Government of Mysore under Sec. 10 (2) of the Industrial Disputes Act, 1947.

5. The I Party contends that in view of the high prices prevailing they are entitled to proper wages in commensurate with the rise in the cost of living. The D. A paid by the Company does not fully neutralise the constant rise in cost of living. The workmen had been deprived of the weightage irrespective of the seniority, and the wage structure when compared to their counter parts in Bombay and other places, is very low although Bangalore is the costliest city in this country. The Company has standardised the scales of pay for some of its employees on an All India basis while they refused to do the same in the case of the workmen at Bangalore. There is a wide gap existing between the scales of pay prevailing at Bombay, Cacutta Delhi and Bangalore, and the workmen contained that as the nature of work is the same all over India, and the company has a uniform price policy throughout the country there should be uniform wage scales.

6. The first demand is for abolition of the existing designations and introduction of three scales for the Clerical staff They ask for higher start for Stenographers, Draftsmen, Salesmen, Technical Assistants and erectors, together with allowances The 2nd demand is for reclassification and adjustments as no weightage has been given at the time of the settlement in 1959. The next demand is for full neutralisation of the rise in the cost of living with effect from 1st October 1964. They further state that the

working hours should be reduced and that the discrimination between the employees in the office and the employees in Golowa and Service station who work for 43 hours a week should be abolished. The workmen submit that 35 hours a week should be fixed as a maximum for the entire establishment. They want that over-time should be paid at double the rate over and above the normal working hours and when the worker is asked to go on a festival holiday, he should be given a compensatory off. They demand an alteration in the rate of Travelling Allowance, Lunch Allowance and ask for free lunch to be supplied to them. They further want Casual leave to be increased from 10 days to 12 days in a year and privilege leave on completion of 11 month' service, and 30 days sick leave with a right to accumulate up to 180 days. Maternity leave and Special leave in the event of an accident during the course of employement, and that all the employees should get 18 holidays, Their dependents must also be given medical benefit by their own family docotors at the expense of the company. Promotions should be according to seniority. The last demand is with regard to uniforms which should be supplied to all Mazdoors, Packers, Carpenters, Drivers and Helpers.

7. The Company has resisted every one of these demands made by the workmen. The company does not manufacture any commodity in Bangalore, but carries on only trade and commercial activity with a small service station employing only about 25 workmen. In all there are altogether about 113 workmen in the Bangalore Branch. The Company contends that the settlements in 1953 as well as in 1964 were reached after both parties had fully considered the then prevailing circumstances and after taking into account the total emoluments paid to the employees in concerns of comparable size and engaged in comparable activities in Bangalore. The settlements were terminated by the Union and fresh charter of demands was made on 11th January 1965. The Company contends that there has been no material change in the circumstances which warrant any alteration in the service conditions of their employees. The wage scales are long-term arrangements and should only be altered if the circumstances are so materially changed as to warrant it.

8. The company states that the workmen have been receiving various benifits like bonus and increase in DA as a result of linking it to the cost of living index. About 41 per cent of the business of the Company consists of sale and distribution of imports

from abroad and 59 per cent due to the manufacture and distribution of products produced in this Company. Due to the drastic cuts and restrictions in imports, the business of the Company has been seriously affected. The Company states that the existing conditions of service and the emoluments are not only fair but liberal and compare very favourably with the service conditions in other comparable concerns. It is not true that the Company has built up huge reserves or increased the quantum of dividends. They submit that the present demands made by the Union are unreasonable, unjustified, particularly in the present state of uncertainty about the future. Any move to merely increase wages, according to the Company, will only result in inflation bringing in its wake misery and economic disaster to the community at large. An increase in wages without corresponding increase in productivity will only lead to inflation and its attendant evils of high prices and low purchasing power. The need-based wage is only an ideal impossible of attainment within the foreseable future. The recommendations made by the 15th Labour Conference cannot be depended upon. At the start of the service of a workman only 2 25 consumption units can be taken into account and the calory intake should not be according to the Dr. Ackroid's formula as under Indian conditions it is very much less The Company contends further that it is futile for the workmen to demand a revision of their emoluments because of living index as the scheme of D.A. in force compensates the employees for any rise in the cost of living. The basic wages paid by the Company are quite adequate and they have been fixed by virtue of a settlement entered into by the management and the workmen after prolonged negotiations and discussions. None of the workmen were deprived of any legitimate rights and dues. The workmen are not entitled to compare themselves with their counter parts in Bombay, Calcutta and Delhi. The Assistant Engineers and Technical Assistants employed by the Company are transferred from time to time and hence their wages have been standardised while in the case of workmen they are hardly transferred from one Branch to another. The Company submits that the demand for revision of scales and emoluments of the workmen on an All India basis is untenable and unjustified and violates the well known principles of wage fixation on the industry-*cum*-region basis. With regard to demand No. 1 the Company states that the efficiency bars which are sought to be removed are absolutely necessary in any satisfactory scheme of incremental scales. The Company further opposes abolition of the existing designations and

introduction of the three scales for all the employees. There is no justification for reclassification nor for higher start for Stenographers, Graduates and double graduates The Salesmen are not workmen within the meaning of the Industrial Dispute Act, and therefore this tribunal, according to the Company, has no jurisdiction to fix their emoluments or to regulate their conditions of service. There is no need for revision of the scales of various categories of workmen as demanded by them. M. C. Rangiah has been already in the Carpenter's grade while Marappa is only a Packer. N. Jayavelu has already been working as a Packer while M. Rangiah and Doraiah are Mazdoors and cannot be promoted as Packers. Allowances had been fixed after taking into account the nature of the duty performed by certain categories of employees and there is no justification in increasing or altering it. There is no justification in the demand for abolition of the present grades and introduction of new grades and redesignation of mechanics and service men as their existing emoluments are commensurate with the nature of their work and the responsibilty that they have to discharge Kumaran does the work of a Mazdoor and Janclaus and Sardar cannot be promoted as promotion is management's function in which the Union has no voice. The D.A. linked with the cost of Consumer Price Index (No 381 390 for Bangalore) and the demand for full neutralisation of D.A. has no basis. As it is, the workmen are getting substantial D.A., the minimum at present being Rs. 140. The Company states that there is a maximum of D.A. which is fixed at Rs 350. Working hours are reasonable and any reduction would adversely affect the competitive business and result in higher cost The existing arrangement regarding payment of over-time is fair and just and no change is called for. Nor is there any necessity to change the Travelling Allowance prescribed by the Company. The Lunch Allowance is given according to the settlements and the workmen cannot convert it to additional emoluments. The claim for free lunch cannot be granted as it is not in existence in any establishment. The Company opposes the demand for increase of existing Casual leave of 10 days to 12 days in a year and of Privilege leave for every 11 months of service for a calendar year instead of for every 12 months as given now. The provisions regarding Sick leave are ample and generous and no revision need be made. Nor is there any satisfactory reason for altering the Maternity leave, and holidays nor for granting special leave. The Medical scheme cannot be extended to the dependents nor can the family doctors

be allowed to treat the employees and the expenses to be reimbursed in full by the Company. The appointments and promotions have always been for the management to decide and cannot be dictated by the employees Mere length of service cannot be the only factor to be taken into consideration for promotion which involves higher responsibilities. The Company provides uniforms to Attenders and Watchmen and that benefit cannot be extended to other employees. These demands according to the Company, are made by the workmen with a view to augment their emoluments. The Company prays that all the demands made by the workmen should be rejected.

9. The following issues were framed as arising out of the pleadings :—

"I Whether the wage structure and other conditions of Service should be kept in tact as prescribed by the Settlement dated 8th August 1962 between the parties in as much as there has been no material change in the circumstances warranting any modifications thereof, as alleged by the II Party Company?

II As regards D.A., whether the Settlement dated 8th August 1952 had evolved a formula which was intended to and which took care of the fluctuations in the price index so that the employees might not suffer by reason of any rise in the cost of living index? If so, whether the D.A. paid to the workmen at Bangalore Branch varied according to this formula?

III If the capacity of the industry to pay is taken into consideration, whether the present total emoluments of the workmen of the Bangalore Branch are good and even generous and therefore the present demands made by the workmen are unreasonable and unjustified?

IV Whether the Company's activities and particularly the activities of the Bangalore Branch are not labour intensive but largely depend upon the capital out-lay and managerial supervision?

V Whether the uniform All India price structure for the Company's products could be a reasonable justification for the uniform wage scales on an All India basis?

VI Whether the salesmean are not workmen within the meaning of the Industrial Disputes Act ? And as such, this tribunal has no jurisdiction to deal with the matter ? "

10 The main point for consideration in this case is whether the wage structure and other conditions of service should be kept intact or whether they are liable to be changed. It must be remembered that there were two settlements between the parties, one in the year 1958 and the other in the year 1962 when there has been a revision of the wage structure and other conditions of service. The Management contends that the wage structure and other conditions of service must be given a fair trial and should be long-term arrangement and should not be subjected to interference. It is settled law that the wage structure and other conditions of service once fixed by agreement between the parties or by an award should not be subject to frequent alterations and revision can only be considered if there has been a change of circumstances between the last settlement or the award and the date of the demand by the workmen. The question therefore reduces itself to as to whether there are changed circumstances which warrant the disturbance of the wage structure existing in the company. The workmen on the other hand contend that there are changed circumstances to justify their demands for the alterations of the service conditions. In support of their contentions they point out that the changes during the last few years have been such that the demands made by them have become imperative. They state that during the last few years there has been a phenomenal increase in the cost of living. Secondly that the company has been having enormous prosperity in its business ventures a prosperity that they should of necessity share with their employees, and thirdly that the conditions of service in comparable industries in this region and also those of the employees who are their counter-parts in Bombay, Delhi, Calcutta and Madras show that they have been placed very unfavourably and not on a par with them, and lastly that proper weightage has not been given to those who have put in considerable years of service in the company. Those circumstances they contend, are sufficient justification for their agitation to have a revision of their service conditions.

11. The law on the subject of revision of the wage structure and other service conditions has been laid down in a number of decision to which reference will be made later. Suffice it to say

that at present the law recognises the need for revision of the service conditions if (1) the circum-tances have changed from the last revision (2) if the financial position of the company is such that it can support the employees by giving them what are known as fair wages and (3) that the quantum of fair wages should be determined with reference to the prevailing wage structure in other comparable industries in the same region. The Supreme Court has held that the workers are entitled to what is known as the subsistance or minimum wage irrespective of the fact whether the industry is making profit or not and that no industry which is incapable of paying its employees the minimum wage should exist. If the industry is prosperous then it should at least pay the minimum of the fair wage, the exact quantum to be determined after comparing it with similar industries in the region. In the instant case there can be no doubt that this industry is a prosperous one. The annual Reports published by the Company show an ever expanding business. In the year 1964-65 it should be seen from the Balance Sheet that the company had done exceedingly well and the results were better than in any of the previous years in spite of the economic uncertainties and the turn over increased to little over 42 crores of rupees and the gross as well as the net profits have been increased by nearly 19 lakhs of rupees after making full provision for depreciation. The profits that year which were available for di-posal was 96.79 lakhs. In the year 1965-66 the turnover increased to 60 crores and the net profit increased to 81.86 lakhs. In view of this prosperity of the company it is but reasonable for the workmen to agitate for a higher share of those profits which they had worked to build up. We are however not concerned in this case with the entire set up of the company but only with a very insignificant part of it which is a Branch Office at Bangalore. This branch employs only about 122 employees and any addition to their emoluments will be in the nature of a flee bite and will not affect in anyway the economy of the company, nor will it have any repercussions on their counter parts in other regions because they are in a much more favourable position than those in Bangalore. It must at the same time be mentioned that the prosperity of the company is no reason for the workmen to make extravagant demands out of all proportions to the benefits enjoyed by other workmen in other concerns because it is not proper to entrench a privileged class of workers in the region. The mere fortune of having secured a job in a prosperous company should not put the worker in a higher pedestal than those in sister concerns. The workmen are entitled

certainly in view of the financial status of the company, to at least the minimum of a fair wage and reasonable conditions of service must be determined in comparison with other similar industries in the region.

12. One of the serious problems that confront industrial adjudication is fixation of wages and the determination of what amounts to a fair wage. The learned counsel for the I Party contended that the minimum wage is the same as the need based wage and has worked out a formula as p r Ex. W 27 according to which the need based monthly requirements of a working class family consisting of 4 consumption units at the prices ruling in the month of May 1966 in Bangalore City is said to be Rs. 412.70. The criticism levelled against it is that a worker when he starts his employment and gets the minimum of the scale of pay will not have to support four persons but only 2.25 as his family will increase only after 8 or 10 years by which time he will get normal increments and a higher salary. The diet shown in Ex. W 27 according to the management, is not the one that is usually taken even by the middle class people and no working class man is used to such a rich diet, and besides the calory content of 2,600 is much more than the average intake of a working class family. If it is calculated at 2.25 unit per family, then it will work out to about Rs. 250 and if the calory content is reduced then it can be safely said that the need-based minimum wage at the prices prevailing to-day would be about Rs. 230. That could also be arrived at by a different process. The report of the Textile Labour Enquiry Committee has gone into the question of minimum wage for textile workers and found that it will be about Rs 30 when the Consumer Price Index was about 100. The consumer price index has risen to 660 *i. e.*, about 6.6 times and in order to neutralise, it his present salary should be Rs. 30 *plus* Rs. 198 which comes to Rs. 228. Hence the minimum fair wage that a worker would be entitled to, if the industry could afford it, would be about Rs. 230 and any fixation of wage structure must take a note of this figure.

13. The wage structure as prevailing in the company is, if I may say so, extremely lopsided. The basic salary is low while the D. A. is extremely high. It looks as though the D. A. is the main-stay of the employees and not their basic salary. The D. A. given to the employees is out of all proportion to the basic salary. The original concept of D. A. was merely a temporary expedient to protect the worker from the steep rise in prices and later on it

was considered as a method of neutralising the rising cost of living. While it was meant only as an outer garment for protection against the viscititudes of market fluctuations, it has now become the entire core of workmen's earnings and it is the D. A. that sustains him and not his basic salary. In spite of the fact that the D. A. given to the employees in the industry is fairly high, there is a demand to further increase it. The learned counsel appearing for the management states that there must be a ceiling put upon this D.A. That was opposed by the I Party who contends that it is beyond the jurisdiction of this ritbunal in the absence of any specific demand or notice of change, to put a ceiling In my view the entire matter is at large before this tribunal and when some formula has to be devised for D.A., it is open to the tribunal to put a ceiling on it. It is no doubt true that the Mansgement cannot put a ceiling and change the conditions of service without giving a proper notice of change, but I do not find anything in the Industrial Dispute Act which prevents the Tribunal from putting such a ceiling even if there is no demand, when the issue of fixation of D.A. is before it. I shall therefore fix a ceiling of D.A. at Rs. 400/- per month. It was argued that it would deprive the workmen of the benefit of neutralising the rise in the cost of living if it goes beyond the present limit. But then it must be remembered that if there is such an increased rise in the cost of living there is nothing to prevent workmen from agitating for an increase in their basic salary after the period of the award has expired. In the same manner I would also put minimum basic salary at Rs. 40 - per month for an unskilled labourer as that would properly represent the minimum of fair wages taking into consideration Rs. 30/- was the minimum wage in the year 1936 or so and the minimum fair wage in the year 1967 cannot be below Rs. 40/- per month. For a middle class the usual estimation is that it must be 80 per cent more than the working class which will come to a minimum fair wage of Rs: 72 I propose to fix the minimum wage for the lowest unskilled labourer at Rs. 40 per month and for the lowest in the grade of clerks at Rs. 72 per month.

14. With regard to D.A. there has been already a linking with the cost of living. The scheme prevailing in the company is to take the consumer price index at 381 890 and to neutralise at 80 per cent for the first 100. 40 per cent for the second 100 and 20 per cent for the balance, keeping a minimum at Rs. 50 and the

variations in the percentage corresponding to every 10 point movement up and down in the index at 5 per cent, 2½ per cent and 1¼ per cent respectively and the calculation to be made at Rs. 3 per 10 points. The claim of the I party workmen is for neutralisation at the rate of 100 per cent, 50 per cent and 25 per cent with the minimum of Rs. 77 as prevailing in Bombay branch. It has been held that 100 per cent neutralisation is not desirable as it might tend to inflation. The matter of D.A. is applicable to the Central Government employees was gone into in detail by the Gajendragadkar Commission and a report has been published of the findings of that commission and they have recommended that the percentage of neutralisation for a 10 point rise in the average of the index above 175 at 90 per cent up to Rs. 100, 55 per cent up to 209 and 45 per cent up to Rs. 339 and the amount of D.A for a 10 point rise from Rs. 6 to 9. In as much as D.A is meant only to protect the employee against the rise in the cost of living, I do not see why the formula arrived at after great thought bestowed on it by the Gajendragadkar Commission should not be followed and I would therefore prescribe the D.A. at the index figure of 371-380 as follows:—

For the first 100 basic salary, 90 per cent and 5 per cent for variation at 10 points, for the second 100 at 50 per cent and variation at 2½ per cent and for the balance at 25 per cent and variation for 10 points at 1¼ per cent,

minimum being kept at Rs. 50 and the amount at Rs. 3 for 10 points rise provided that no person should get more than Rs. 400 as D.A. in any month.

15. The question still remains un-answered as to whether there are circumstances which warrant a revision of the service conditions. As stated before, the I Party has pointed out the various circumstances to justify their demands. Those circumstances are fully borne out by the evidence produced in this case. It cannot be disputed that there has been a tremendous rise in the cost of living in Bangalore City. The consumer price index today stands somewhere near 740 while the base was only 371-380. The enormous increase in the cost of living points out the necessity for the revision of the wage structure. Secondly the company has been prospering and the demands put forth by the workmen are not such as to upset the economy of the industry. As stated before, it is a very small burden which the company may have to bear. The company is said to be one of the top few in India and so far as its capital structure, reserves and the status

which it commands in the industrial world. it is next to none in this country In volume 12 of the Magazine called 'we in the year 1966" these observa ions are made about Voltas :—

> "Today Voltas is ranked as the 17th amongst 51 corporations with largest total assets in the private sector in India. Our total turnover which amounted to 8 crores in 1954 rose to 46 crores in 1964-65, whereas in 1954 our sales consisted almost entirely of imported materials and equipment. By 1964-65 about 60 per cent of our total turnover represented goods manufactured in our own country. Today we hold 187 representatives and handle over 700 different products."

The third circumstance which justified a revision is the prevailing conditions in similar industries in the region. Some of which although not so financially well off, are able to provide better emoluments to their employees. It must be remembered that a contended class of workers is itself an asset to the company which can be cashed by greater production and less industrial interruptions in production. These are, to my mind sufficient criteria for looking into and revising the service conditions of the industry. At the same time, as stated before, the workers cannot claim to be a privileged class among the workers in general and in as much as in many respects the company has treated the employees generously, I do not purpose to make any violent changes in the patterns prevailing in the industry but propose to smoothen out the rough edges wherever it is found suitable, keeping in mind the minimum salary and the maximum D. A. mentioned above.

16. I may cite a few authorities in support of the view taken by me in justifying minor changes in the service conditions of the industry and not subjecting them to any drastic variations. In 1959 (I) LLJ 431 at page 444 between the Lipton, Ltd., and their employees, the following principles have been approved by the Supreme Court for fixation of wages.—

(1) In fixing the rates of wages the capacity of the industry to pay is one of the essential circumstances to be taken into consideration except in cases of bare subsistance or minimum wage where the employer is bound to pay the same irrespective of such capacity.

(2) The capacity of the industry to pay is to be considered on an industry-*cum* region basis after taking a fair cross section of the industry.

(3) The capacity of the industry to pay should take into account the elasticity of the demand for the products, the possibility of the tightening up the organisation and the possibility of the increase in the efficiency of the lowest paid workers. No doubt, against the ultimate background that burden of the increased rate should not be such as to drive the employer out of business."

In 1958 (I) LLJ 1 at page 6, the following principles have been enunciated.—

"Though social and economic justice is the ultimate ideal of industrial adjudication, its immediate objective in an industrial dispute as to the wage structure is to settle the dispute by constituting such a wage structure as would do justice to the interest of both labour and capital, would establish harmony between them and lead to their genuine and wholehearted co operation in the task of productions. It is obvious that co-operation between capital and labour would lead to more production and that naturally helps national economy and progress. In achieving this immediate objective, industrial adjudication takes into account several principles such as, for instance, the principle of comparable wages, productivity of the trade or industry. cost of living and ability of the industry to pay. The application of these and relevant principles leads to the constitution of different categories of wage structures."

The last decision is the one reported in 1962 (II) LLJ 744 derided by the Supreme Court of India in the dispute between the French Motor Car Co., Ltd, and their workmen. Their Lordships state at page 750 as follows.—

"Generally adjustments are granted when scales of wages are fixed for the first time. But there is nothing in law to prevent the tribunal from granting adjustments even in cases where previously pay scales were in existence, but that has to be done sparingly taking into consideration the facts and circumstances of each case. The usual reason for granting adjustment even where wage scales were formerly in existence is that the increments provided in the former wage scales were particularly low and therefore justice required that adjustment should be granted a second time."

17. For the reasons stated above and in view of the law on the subject I propose to affect some minor changes in the service conditions of the industry and for that purpose I shall take into consideration the demands, one by one in seriatum.

18. One of the arguments advanced by the learned counsel for the management is that there have been recent settlements between the management and the workers as per Exhibits W38 and M25 in 1958 and in 1961 respectively and that it is too early to affect another revision. Apart from there being change of circumstances since 1961 owing to the phenominal increase in the cost of living, it must be stated that the two settlements are more in the nature of a demand and an acceptance or refusal by the management and not an agreement between the parties. It would be noticed in both the settlements that the management simply said "Not accepted" which means that in respect of matters not covered by acceptance by the management there has been no agreement between the parties and hence there could not have been any settlement with regard to those matters. Besides, this is the first time that the matters have come up for adjudication and as is well known, the bargaining powers of the management and the workers are not always well balanced. In my view therefore those two settlements are no bar to further revision of the service conditions.

19 The company is unique in its character as there is no comparable concern within this region dealing in similar products with the same capital structure and earning the same profits and having the same status in the industrial life of the country. As a matter of fact in the pamphlet "100 largest companies in the private sector in India" the following observations are made:—

> "It was also indicated that Voltas had shown a remarkable growth rate as its sales were relatively high in relation to its paid up capital and assets. In 1964 65 Voltas jumped by two places in rank by sales as there was substantial improvement in its sale figure from 32·42 crores in 1963–64 to 42.23 crores in 1964–65."

It ranks ninth among the top 10 companies in India, TISCO being the first and Hindustan Motors, the last among the 10. All India companies with which it can compare favourably so far as the paid up capital and assets are concerned, are ESSO, Dunlop Rubber Co, and Hindustan Lever. But those companies do not deal with the same products as Voltas and therefore cannot be

called comparable industrties. The Management however, has adduced evidence of some industries which can be said to be comparable to Voltas. It would be remembered that Voltas so far as its Bangalore Branch is concerned, is not a manufacturing concern but it is only a distributing Agency It is by no means labour intensive and most of them who are employed are white-collered employees and not many of them are manual labourers. None of these are engaged in any productive activities which increases the sum total of the wealth of the country. The management have adduced evidence of certain similar concerns although their paid up capital and assets are no where near those of Voltas. These Companies are also distributing Agents in Bangalore and their service conditions can be compared with those of Voltas. The three comparable concerns which are financially not in the same grade as Voltas but deal in business similar to that of Voltas are Addison Company, Batliboy & Co., and Parry & Co. If at all the service conditions in Voltas should be no worse than those three because of the greater resources and of the larger profits it has been making. At any rate, it cannot be denied that the Voltas employees are entitled at least to those service conditions prevailing in those three industries which are also engaged in distribution of either machinery or pharmaceuticals. The management have examined officials from these three industries and they have given the service conditions that prevailed there. In fixing the service conditions of Voltas those prevailing in these industries may be taken into account.

20. My answer to the issues framed in view of what is stated above, is as follows :—

(1) Wage Structure and other conditions of service require minor alterations as mentioned in the following award.

(2) The D. A. paid to the workmen at Bangalore Branch should be varied according to the formula given in the award keeping the maximum at Rs. 400 which is the maximum prevailing in the Madras Branch of the company and which is also settled between the parties of the Bombay Branch pending adjudication

(3) The present total emoluments of the workmen of the Bangalore Branch are good and even generous although they require slight modifications, with regard to the minimum wages and other service conditions.

(4) The activities of the Bangalore Branch are not labour intensive but depend upon capital outlay, managerial, supervision and co-operation of the workmen.

(5) It is not desirable to have uniform wage scale on an All India basis and the Supreme Court has consistently held that wages should be fixed on industry-*cum*-region basis and not on an All India basis. It is true that some employees of the Company *viz.*, Engineers and technicians have all an uniform wage scale but that is because they are liable to be transferred from one place to another. But the policy of the company so far has been not to transfer the workmen from one region to another and therefore the question of having a uniform wage scale on an All India basis is neither justifiable nor feasible.

(6) The question as to whether Salesmen of the comany come within the meaning of 'workmen' under the Industrial Disputes Act, has been the subject matter of some contraversy between the parties.

It will be noticed from the appointment order of salesmen and from other documents produced that the main business of the Salesmen of the compsny is canvassing for orders and clerical, work that they undertake is only of an incidental nature. I would refer to the appointment order of M. A. Thomas as per Ex. M6 which says that he is authorised to canvass for maintenance service for standard units and self-containing air conditioners on certain sales commission. In view of the appointment order it is idle for the salesmen to contend that they are 'workmen'. The Supreme Court has held that whether a person is a workman or not although he is designated as Salesman, should be spelt out from the circumstances of each case. If his work consists largely in canvassing orders for the company, he cannot be considered as workman although incidentally he may have to do some clerical work. Besides these salesmen some of whom have been examined in this tribunal, have given evidence to the effect that they receive a large sum of money as commission. Thomas who has been examined as W.W.8, states that he reports to office daily, attends to office and telephone calls, goes out and meets the clients and writes reports to the office. He received as commission for the period between 1st September 1965 to 31st August 1966 a sum of Rs. 5,220 which shows that a large portion of his earnings is by way of commission and not as wages. The authorities also show that in those circumstances they cannot be

considered as workmen and not be entitled to the benifits under the Industrial Disputes Act. In 1961 (II) LLJ 94. at page 97 the following observations are made:—

> "A Workman" is defined as any person employed in any industry to do any skilled or unskilled manual or clerical work for hire or reward. Therefore, doing manual or clerical work was necessary before a person could be called a workman. It was consistently held that the designation of the employee was not of a great moment and what was of importance was the nature of his duties. If the nature of the duties is manual or clerical, then the person must be held to be a workman. On the other hand, if manual or clerical work is only a small part of the duties of the person concerned and incidental to his main work which is not manual or clerical, then such a person would not be a workman."

The duties of the Salesmen in the company are mainly to book orders and reporting to the company is only incidental to the main work to be performed by the salesmen. In my view they cannot be considered as workmen and this court has no jurisdiction to fix their service conditions and that is my finding on Issue No. 6.

21. In view of what is stated above and bearing in mind the minimum wage and the maximum D.A and comparing the wage scales and other service conditions prevailing in Addison & Co., Parry & Co, and Binny & Co., I make the following award in respect of the various demands raised by the I Party Union.

I. Demand No. 1. Scales and Grades—

There is no reason to disturb the three grades of Clerks and one Selection Grade as settled in 1961 Settlement.

Scale (1) Which is for Telephone Operators-cum-Receptionists Filing and Despatching Clerks and existing Non-matriculates doing clerical work, is fixed at Rs. 75-5-100-7-½-150-EB-10-200.

Scale (2) for Clerks, Typists and Stenographers:—Rs. 90-5 150 7½-200-10-250 EB-15-300.

(Stenographers will start on a basic salary of Rs. 110 per month in that grade).

Scale (3) For Clerks, Typists and Stenographers:—Rs. 150-10-200-15-300-EB 20 400.

Selection Grade:—Rs. 250 20-300-EB-25-500.

(a) The demand for re-designation is, in my view not justified and the same designation will continue in the absence of proper reasons for changing them

(b) The question of promotion is purely managerial function and the demand of providing 15 per cent of the existing employees in scale (3) cannot be granted.

(c) For the reasons above, promotions to scale (2) is left to the management and no directions could be given. Similarly in the case of demand No 1 (d).

(e) As already answered, Stenographers will start on Rs. 110 and Rs. 150 in Scales 2 and 3 respectively.

(f) There is no separate scale for Draftsmen and it is left to the management to fit them into any scale.

(g) Salemen are not workmen and therefore their case cannot be considered by this tribunal.

(h) No particular reason is given as to why increment should be given to Graduates and Double Graduates as demanded. But under the Settlement they are entitled to two increments if appointed in the lowest clerical grade.

2. *Mechanics*:—

Scale (1) Rs. 75-5-100-7½-150-EB-10-200.

Scale (2) Rs. 90-5-150-7½-200-10-250.

Scale (3) Rs. 110-5-200-½-250-10-300 (For Erectors)

3. There is no separate scale for Daftaries.

4. Drivers.—Rs. 60-5-100-7½-150-10-200.

5. Carpenters:—Same as scale (1) and scale (2) for Mechanics.

6. Packers
7. Mazdoors
8. Watchmen
9. Attenders

} Rs. 45-3-60-5-100

So far as fixing these persons mentioned in Notes to demand (1) is concerned, that is matter left to the management and no

directions can be given. It may however be stated that according to the Administrative Assistant Shenkumni, M. W. 11, N. C. Rangaiah has been already placed in the Carpenter's grade while Mariappa is still a Packer, Jayavelu has been promoted already as a Packer While Rangiah, Ganesh and Doddiah are still Mazdoors. No reason is shown as to why there should be an enhancement in the Cycle and other Allowances already settled under the old agreement Ex M 25. I do not propose therefore to make any alterations nor is there any case made out for modifications in the allowances.

Demand No. 10.—The next demand is with respect to re-designation of Mechanics, Servicemen and Erectors. But there seems to be no rational behind this demand except perhaps a touch of snobbery. The persons referred to are actually doing Mechanics' job and there is no reason why they should be called anything else. There is no separate grade for Erectors or Service Representatives nor for Helpers. They will be fitted into the grades mentioned above for Mechanics. In the absence of any need for a fresh grade, the demand made under I (i) is refused. So also the demand under I (ii) as there is no separate grade for Helpers and they have to be fitted in the other grades mentioned above. They may be done by taking their present salary. length of service and with the consultation, if possible, with the Union.

22. I do not propose to reclassify the employees nor is there any case made out for such reclassification. But in view of the fact that the grades have been revised, some weightage should be given to the employees who have put in some length of service and who would have reached the scale proposed to be given now. In order that there should not be any disadvantage and that they should not be equated to those who have put in a lesser number of years of service. I direct that those who have put in 5 years of service would be entitled to one increment and those who have put in 10 years of service, to two increments. If their wages fall in between the two slabs, they shall be stepped up. With these observations *Demand No.* 2 is disposed of.

Demand No. 3.—The D. A. payable to the employees has already been set out above and for the reasons stated therein, the D. A. will be payable as follows :—

> When the Consumer Price index for Bangalore is in the bracket of 381-390, for the first 100 neutralisation at 90 percent and variation at 5 per cent for every 10 points. For the second 100 neutralisation at 45

per cent and variation of 2½ per cent at every 10 points and for the balance neutralisation at 22½ per cent at variation of 1¼ per cent for every 10 points, the minimum D. A. being Rs. 50 and the maximum D. A being Rs. 400 and the variation to be calculated at Rs. 8 for every 10 points. The index to be used for determining the bracket, will be the one established for the previous month, and done declared by the Government.

Demand No. 4 —Working Hours.

The demand for 5 days a week, Saturdays and Sundays being weekly holidays, is not prevalent in any of the industries in the region and therefore cannot be granted. The working hours for the Staff is as it is really low as they work only for 36½ hours per week and no case is made for reducing it. The Service Stations and Godown working hours are 48 hours per week and that may require some reducti n as the other industries in the region have lesser working hours for similar employees.

As I have said before, when comparing this industry with Parry & Co., Best & Co., Addison & Co., and Batliboy & Co., the Addison Co., works from 8 A.M. to 12-30 P.M. and 1-30 to 5-30 P. M. a week on week days and 8 A. M. to 1 P. M. on Saturdays, totalling to 47½ hours per week, Parry & Co., works from 9-45 A.M. to 5-30 P.M with a break of ½ hour for lunch on week days and between 9-45 A.M. to 1-30 P.M. on Saturdays which comes to 40 working hours per week, In Batliboy & Co, the working hours are from 9-30 A.M. to 6 P.M. with one hour's break on week days and 9 A.M. to 1 P.M on Saturdays which works out to 42½ hours per week. Best & Co. works between 10 A M. to 5 P.M. with lunch break of one hour and on Saturdays between 10 A.M. and 2 P M., which comes to 34 hours per week. It seems to me therefore that compared to other industries the working hours for the Godown and Service Station workers are long and are reduced from 48 hours per week to 46 hours per week. The time during which they should work may be fixed by the management in consultation with the Union, if possible.

Demand No. 5—Over-time Allowance.

The practice prevailing with regard to over-time is that they are paid double if the total work exceeds 48 hours per week, the

salary being divided by 200 hours. The demand now made is that every requisition for over-time work beyond the normal working hours should be paid at double the normal rate. That appears to be the practice in other similar comparable industries. In Addison & Co., over time is calculated at double the normal wages and the demand for double the wages for over-time seems to me to be reasonable and should be accepted But there is no necessity to give compensatory off as demanded by the workmen nor is there any necessity to alter the calculation of the over-time wages which is prevailing at present.

Demands Nos. 5 (d), (6), 11 (5) (a), 12, 13 and 14 have been settled under a settlement between the All India Voltas and Vikart Employees' Federation, Bombay, and the management of Voltas, Ltd., and the award in respect of these demands will be as per the settlement, a copy of which is annexed to this Award.

Demands Nos. 7 and 8.—No company in this region is giving free lunch to its employees and the demand for free lunch cannot be granted. Nor are they entitled to higher lunch allowance as the present allowance paid to the employees seems to be reasonable and the employees cannot be expected to make profit out of the lunch allowance. The H.M.T. gives only Re. 1 for lunch, Bathiboy Rs. 1-50. Voltas also give Rs. 1-50 to the Clerical Staff and Re. 1 for the workers which need not be disturbed.

Demand No 11.—The leave granted by the Company seems to be very reasonable except for some minor changes The privilege leave is for 30 days for staff as well as for Service Station and Godown workers, from 4th year onwards and three weeks for those who have put in less than 3 years service. That compares favourably with Addison & Co., who give only 14 days and Parry & Co., which gives only 12 days and for more than 5 years service, 18 days. The General Holidays are 18 for Office Staff and only 7 days for Godown and Service Station employees. The workers in the Public Sector get between 12 and 13 days as General holidays while Parry & Co., gives 3 General Holidays and the Addisons have 14 paid General Holidays which includes the National holidays Bathiboy have 15 days General holidays. The General Holidays granted to the workers in the Godown and Service Station when compared with other industries and also to other employees in the same industry is low and the General Holidays for the Godown and Service Station is increased to 10 days while keeping that for the staff at 18 days intact. The Casual leave to the employees

of the Voltas is 10 days per annum while in Batliboy it is 7 days and in Addisson it is 12 days. Therefore there is no need to increase the Casual leave nor can the casual leave be granted without prior permission except in cases of emergency. The employees should not be allowed to avail more then 3 days casual leave at a time. The Sick leave and other leave facilities given by Voltas compare favourably with the other industries in the region and require no alteration. Therefore the demand made in respect of other kinds of leave is rejected.

Demand No. 15.—The question of appointment and promotion are managerial functions and I do not propose to lay down any directions. It is hoped however that promotion will be on the seniority-*cum*-merit basis and any particular grievance of an individual employee could always be agitated if it is based upon discrimination or unfair labour practice. Demand No. 15 is therefore rejected.

Demand No. 16.—The last demand *i. e.*, demand No. 16 is in respect of uniforms. The company provides 3 sets of uniforms to Attenders and Watchmen per year and two turbans to the watchmen in a year and one set of woollen uniform to watchmen once in 4 years. Uniforms are generally given to those workmen whose clothes get soiled by virtue of their occupation. Taking that circumstance into consideration I do not see why the other workmen whose clothes are liable to get soiled should not also be provided with uniforms. The Godown Mazdoors and Packers are also entitled to 3 sets of uniforms. The Drivers are also entitled to 2 sets of uniforms. There is no practice of giving shoes in any similar industries in the region and that demand cannot be accepted.

23. In the result, the Reference is allowed in part and the award will be in the manner set herein above. The next question for consideration is as to when the award is to become effective. Normally it should be from the date when the award becomes enforceable and there is no reason to depart from the normal practice. It must also be remembered that the previous agreement between the parties was very recent in the year 1961 which lasted for 3 years up to 1964. Besides some of the demands made by the workmen are to say the least, very extravagant and the management is justified in refusing some of these demands. As the award will become effective only during the course of about end of this year and in order to enable the industry to systametise the directions

given in the award, I fix the date on which the award becomes effective as 1st January 1968. The new grades and wage structure will come into effect from 1st January 1968 and any employee who is not fitted into the grade mentioned above will be fitted in by the management taking their length of service and their present emoluments after consultation, if possible, with the Union. I may mention that the industries with which I have compared, are in a much lower financial position than the Voltas which is so to say, an unique company in this region having no comparable industries. The Voltas must therefore give a lead to the other industries in the region and with that view the terms that I have settled, are more favourable than those prevailing in those concerns. It is to be hoped that the workers of the I Party Union will try the scheme for some time before starting any other agitation with their charter of demands, and co-operate with the Management in attaining greater prosperity in future.

24. As each party has succeeded in part, I direct each party to bear its own costs.

V. C. RAMACHANDRAN,
Presiding Officer,
Additional Industrial Tribunal,
Bangalore-2.

ANNEXURE. "A".

GOVERNMENT OF MYSORE.

Bangalore, dated the 25th November 1965.

ORDER.

WHEREAS the Government of Mysore are of opinion that an Industrial Dispute exists between the workmen and the management of Voltas, Ltd., 21, Kasturba Road, Bangalore-1, on the points noted below;

NOW THEREFORE, in exercise of the powers conferred by clause (d) of sub-section (1) of Section 10 of the Industrial Disputes Act, 1947 (Central Act XIV of 1947), the Government of Mysore hereby refer the said dispute for adjudication to the Industrial Tribunal at Bangalore.

POINTS OF DISPUTE.

Demand No. I—Scales and Grades.

The existing Grades and Scales should be abolished and the following Scales and Grades should be introduced with effect from 1st October 1964.—

1. Office Assistant, Telephone Operators-*cum*-Receptionists, Stenographers, Filing Assistants.	Scale I—100-8-140-12-224-15-314. „ II—200-15-260-20-400 „ III—300-20-340-25-440-30-590.

Notes :—

(*a*) The present Clerks and clerk-*cum*-typists should be redesignated as Office Assistants, and Despatch/Filing Clerks as Filing Assistants.

(*b*) 15 per cent of the existing employees falling under Scales I to III should be given scale III strictly according to seniority.

(*c*) 30 per cent of the existing employees falling under Scales I to III should be given scale II strictly according to seniority.

(*d*) The rest of the employees falling under Scales I to should be put in Scale I.

(e) Stenographers should be started on a basic salary of Rs. 140 per month in scale—I.

(f) Draftsmen should be started in scale II.

(g) Salesmen should be started in scale II.

(h) Graduates and double-graduates should be given two and four increments in their respective grades.

2.	Technical Assistants	...	300-20-340-25-440-30-590.
3.	Daphtaries	...	75- -10 -8-1. -10-200
4.	Drivers	...	80-5-1 0-8-140-10-200
5.	Carpenters	...	95-5-115-7-143-8-207
6.	Packers	...	65-4-81-5-101-6-125
7.	Mazdoors	...	50-3-65-4-85-5-115
8.	Watchmen	...	55-3-64-80-4-100
9.	Attenders	...	50 3-65-4-85-5-115

Notes:—

(a) Messrs. N C. Rangiah and C. Marappa should be placed in Carpenters' Grade.

(b) M/s. N. Jayavelu, M. Rangiah, B. K. Ganesha and D. Doddiah should be placed in packers' Grade.

(c) Attenders/Mazdoors/Packers going out on cycles should be paid an allowance of Rs. 15 per month.

(d) Daphtaries/Attenders working on duplicating machine should be paid an allowance of Rs. 15 per month.

(e) Employees relieving Telephone Operator-*cum*-Receptionist should be paid an allowance of Rs. 15 per month.

(f) Attenders/Mazdoors/Packers handling cash should be paid an allowance of Rs. 15 per month.

(g) An allowance of Rs. 15 per month should be paid to drivers for washing cars/vans

10. Service Representatives/Erectors.

(a) The Machanics/Servicemen drawing wages in the existing scale 2 should be redesignated as Service Representatives and given the following scale with effect from 1st October 1964 :—

Rs. 150-10-190-15-265-20-345.

(b) The employees drawing wages in the existing Scale 3 should be redesignated as Erectors and given the following scales with effect from 1st October 1964.

250-20-330-25-455-30-515.

11. (a) Mr. M. S. Kumaran working as Helper should designated as Helper and given the scale of Rs. 65-4-81-5-101-6-125 with effect from 1st October 1964.

(b) The existing vacancies of Helpers should be filled in M/s. E. Jani claus and A. Sardar and given the above scale of—

Rs. 65-4-81-101-6-125.

DEMAND No. II

Reclassification and Adjustment.

(a) All employees covered under Demand No. I should given increments in their respective grades as under—

3 to 5 years of service as on 1st October 1964 ... 1 increment
6 to 10 years of service as on do ... 2 do
Above 10 years as on 1st October 1964 ... 3 do

(b) While re-classifying all employees in the above demanded scales and grades, the Union should be consulted.

(c) After reclassification, existing wages of employees should be brought up to the minimum in the above demanded scales and then given increments.

(d) After adjustments if the wages of any employees fall in between two slabs, he/she should be stepped up.

Demand No. III

Dearness Allowance —The existing scheme of Dearness Allowance should be revised on the following lines with effect from 1st October 1961 and applied to all employees working under Bangalore Branch.—

When the Consumer Price Index Number for Bangalore is in the Bracket of 581-330

For the 1st 100 basic wages 150%	Variation 5% for every 10 points
For the 2nd 100 basic wages 75%	Variation 2½% for every 10 points
For the balance Basic wages 87½%	Variation 1¼% for every 10 points
Minimum D. A. Rs. 87	Variation Rs. 3 for every 10 points.

Demand No. IV

Working Hours.—The following working hours should be applied to all employees working under Bangalore Branch.

Five day a week saturdays and Sundays should be weekly holidays.—From 9-15 a. m. to 1-00 p. m. and 1-45 p. m. to 5-00 p.m. (35 hours a week).

Demand No. V

Overtime.—(a) Whenevar any employee is required to work overtime beyond normal working hours he/she should be paid overtime at double the normal rate.

(b) If any employee is called upon to work overtime on holidays and/or weekly offs, he/she should be paid overtime at double the normal rate and also given compensatory off.

(c) While calculating Overtime wages, the total emoluments of an employee should be divided by his/her normal working hours in a month to arrive at the rate per hour.

(d) Whenever drivers are called upon to go out of station, they should be paid overtime in excess of their normal working hours at the above rate.

Demand No. VI

Travelling Allowance—The following travelling batta and class of travel should be paid to employees when detailed for out-station duties.—

	Daily Batta	Class of Travel	Incidental and Conveyance at respective places
1	2	3	4
Employees earning monthly basic salary of Rs. 300 and above.	Full day Rs. 16 Half day Rs. 8	I	Actuals
Employees earning basic salary of Rs. 150 to Rs. 299 per month.	Full day Rs. 13 Half day Rs. 6.50	I	Actuals

1	2	3	4
Employees earning basic salary of Rs. 75 to Rs. 149 per month.	Full day Rs. 11 Half day Rs. 5.50	I	Actuals
Employees earning basic salary up to Rs. 74 P.M.	Full day Rs. 9 Half day Rs. 4.50	Day II Class. Night I Class.	Actuals

Full batta should be paid for every 24 hours from starting time and for any balance hours on the day of return, batta paid as follows :—

Half a day's batta if balance is more than 6 hours but less than 12 hours, full batta if balance is more than 12 hours.

Demand No. VII

Local Bhatta/Luch Allowance.—Employees detained for out door duty within Bangalore Corporation limits and are not able to come back to their place of duty by lunch time, should be paid a lunch allowance of

Rs. 2.50 per day ... for clerical, technical and service staff.

Rs. 2.00 per day ... other

Demand No. VIII

Free Lunch.—Arrangements should be made by the Company to provide decent mid-day meals to all employees at its cost.

Demand No. IX

Leave.—The existing leave rules should be abolished and the following procedure introduced.

1. Casual Leave.—12 days casual leave in a year with full pay should be granted to all employees. This leave should be allowed to be prefixed and/or suffixed to weekly offs and/or holidays; and if desired converted into and/or combined with any other leave.

No reason or prior permission should be demanded for casual leave. Employees should be allowed to avail of 3 days casual leave at a time.

2. *Privilege Leave.*—30 days Privilege leave for every 11 months of service with a right to accumulate up to 90 days should be granted to all employees. This leave should be allowed to be prefixed and/or suffixed to weekly offs and/or holidays; and if desired converted into and/or combined with any other leave. This leave must be allowed to be availed of for any number of days with a minimum of 5 days at a time.

An employee should be given an option of cashing his/her privilege leave at the time of discharge/resignation/retirement.

3 *Sick Leave.*—30 days sick leave on full pay per year should be granted to all employees with a right to accumulate up to 180 days. For this purpose, this demand should come into force with retrospective effect from 1st January 1958. This leave should be allowed to be combined with or converted into any other leave and also to be prefixed and/or suffixed to weekly offs and/or holidays.

56 days half pay sick leave in a year prevailing at present should continue.

4. *Maternity Leave*—The existing procedure of granting 12 weeks maternity leave with full wages should continue.

5 *Special Leave.*—(a) 12 days Special Leave with full wages should be granted to three delegates from the Union to attend the meetings of the All India Voltas and Volkart Employees Federation. This leave should be allowed to be prefixed and/or suffixed to Weekly off and/or holidays.

(b) If an employee meets with an accident while on duty, he should be granted special leave with full wages up to the period he is able to resume duty.

Demand No. X

Holidays.—The existing 18 holidays in a year should be made applicable to all employees working under Bangalore Branch.

Demand No. XI.

Medical Scheme.—The present scheme should continue, but the benefit should be extended to employees families and dependents as defined in the Voltas, Ltd. Provident Fund Rules

Employees shall have the option to get treatment from any doctor of his her own choice who shall be a Registered Medical Practitioner. The bill issued by such a doctor should be met in full by the Company.

Demand No. XII

Enlarged Medical Benefits Scheme.—The sub-clause 3 (d and 3 (e) of the Medical Benefits Scheme introduced on 1st January 1960 by the Company should be abolished and the following inserted in their place.

3 (d) Reimbursement to any one employee relating to a period of any one time shall not exceed 50 per cent of the Medical expenses incurred.

3 (e) The reimbursement to any one employee during a calendar year shall not exceed Rs. 150. Arrangement should be made to reserve 3 beds in Hospital for employees who need hospitalisation.

Demand No. XIII

Superannuation.—All employees should be superannuated at the age of 60 years.

Demand No. XIV

Gratuity.—One month's salary including D. A for every year of service should be paid to all employees in cases of death, mental or physical disability to continue in service, resignation, termination of service, retirement or leaving employment for any reason whatsoever. The gratuity should be calculated on the basis of last drawn salary including D A.

Settlement for gratuity should be unqualified.

Demand No. XV

Appointment and Promotion.—No direct appointment should be made except to the lowest scale All vacancies in the higher grades and also in the Supervisory posts should be filled in from the existing staff according to seniority.

Demand No. XVI

Uniforms.—Four pairs of Service dresses should be given to each of the service representatives and erectors, every year.

Godown Mazdoors and Packers should be provided with 3 pants and 3 shirts per year per head.

Helpers should be given four pairs of service dresses each.

Watchmen, Attenders, Drivers, Mazdoors, Packers and Carpenters should be provided with one pair of shoes every year, each.

[No. PLM 486 LLD 66.]

By Order and in the name of the Governor of Mysore,

G. G. PUROHIT,
Under Secretary to Government,
Labour and Municipal
Administration Dept.

"True Copy"

V. C. RAMACHANDRAN,
Presiding Officer,
Additional Industrial Tribunal,
Bangalore.

ANNEXURE 'B'

MEMORANDUM OF SETTLEMENT.

As a result of the discussions held between

The Management of Voltas Limited (hereinafter referred to as 'The Company') represented by Mr. S. C. Bakshi and Mr. A. A. Gajendragadkar

and

The All India Voltas and Volkart Employees Federation (hereinafter referred to as 'The Federation') represented by Mr. F. A. P. D'Souza, Mr. N. R. Sen and Mr. C. P. N. Nair.

The Charter of Demands dated 3rd August 1965 submitted by the General Secretary of the Federation and covering the concerned employees of the Company's Establishments all over India, has been settled on the following terms:—

1 *Demand No.* 1.—*Age of Superannuation.*—It was agreed by the Company that with effect from the 15th of December 1965, the age of superannuation of the employees would be raised from 58 years (as at present) to 60 years. Accordingly, the six month's notice of superannuation given to the employees will henceforth be given on their attaining the age of 59½ years.

2 *Demand No.* 2.—*Gratuity.*—There will be no improvement or amendment of the existing terms and conditions relating to the payment of 'gratuity' by the Company.

3 *Demand No.* 3.—*Medical Benefits*—The following improvements in the provisions made in Clauses 3(*d*) and (*e*) of the existing Medical Scheme will come into effect from 15th December 1965:

3(*d*) Reimbursement to an employee relative to a period of illness at any one time on all counts shall not exceed 50 per cent of the medical expenses incurred or Rs. 50 (rupees fifty) whichever is lower.

3(*e*) The maximum reimbursement to any one employee during one calendar year would be Rs. 75 (Rupees seventy-five).

4 *Demand Nos.* 4, 5, 6 *and* 7—*Travelling Bhatta, Leave, Five-day week and Free Lunch.*—(*a*) These matters, though stated in the Federation's Charter of Demands, were not discussed between the parties as the items did not fall within the scope of the subjects covered by the terms of recognition of the Federation.

(*b*) As regards the request of the Federation to grant Special Leave to the delegates from constituent unions to attend the meetings of the Federation, the Company made no commitments at present but agreed to discuss the matter further with the Federation.

5 It was agreed that this settlement will come into effect as from 15th of December 1965 and shall remain in force for a period of two years from that date. It will also continue thereafter until the expiry of two months' written notice of termination that may be given by either party.

Signed at Bombay this 16*th day of December* 1965.

For and on behalf of the
ALL INDIA VOLTAS & VOLKART
EMPLOYEES FEDERATION
(Sd.) C. P. N. Nair,
Asst. Secretary.

For and on behalf of
VOLTAS LIMITED
(Sd). S. C. Bakshi,
Manager,
Central Personnel Dept.

(Copy)

(Sd.) K. S. Subrahmanya
Party I

(Sd.) V. S. Sankunni,
Party II

"TRUE COPY"

V. C. Ramachandran,
Presiding Officer,
Additional Industrial Tribunal,
Bangalore.

(On Rs. 3 Stamp Paper)

MEMORANDUM OF SETTLEMENT

(Under Section 18(1) of the Industrial Disputes Act, 1947.)

Names of Parties :

(1) Voltas Limited, 19 Graham Road, Ballard Estate, Bombay-1 (hereinafter referred to as the 'Company')

(2) The All India Voltas and Volkart Employees Federation, 19, Graham Road, Ballard Estate, Bombay (hereinafter referred to as 'The Federation').

Representing the Company :

1. Mr. S. C. Bakhshi, Departmental Manager, Central Personnel Department, Voltas Ltd., Bombay.
2. Mr. A. A. Gajendragadkar, Industrial Relations Officer-Voltas Limited, Bombay.

Representing Workmen :

1. Mr. F. A. P. D'Souza, President
2. Mr. N. R. Sen, General Secretary
3. Mr. C. P. N. Nair, Asstt. Secretary

} The All India Voltas & Volkart Employees Federation.

Short Recital of the Case :—

The All India Voltas and Volkart Employees Federation submitted a Charter of Demands on 3rd August 1965 for various items amongst which were travelling bhatta and class of travel. The overtime for drivers sent to jobs away from their headquarters was also discussed by mutual consent of the parties. After discussions, the following settlement has been arrived at :—

TERMS OF SETTLEMENT

1 ***Travelling Bhatta & Class of Travel***

It is hereby agreed that the following schedule of Daily Bhatta an

Class of Travel will be introduced with effect from 1st January 1967 :—

Basic Salary	Normal Bhatta	Bhatta for Metropolitan towns.	Class of travel	Incidentals
Up to Rs. 74.	Rs. 6.00	Rs. 7.50	II (If the particular train does not have Class II, then by Class III)	At actuals
Rs. 75 to Rs. 149	Rs. 8-50.	Rs. 10.50	II by day I by night. (If night travel is involved in the same journey or if the particular train does not have Class II, then Class I by day also)	do
Rs. 150 to Rs. 99	Rs. 10.50	Rs. 12.50	I	do
Rs. 300 & above	Rs. 12.50	Rs. 15.00	I	do
Salesmen	Rs. 12.50	Rs. 15.00	I	

NOTE :—(1) Bhatta for Metropolitan towns will be payable to employees deputed to work outside their headquarters at Bombay, Calcutta, Madras, Delhi, Bangalore, Secunderabad, Ahmedabad.

(2) Brach Managements/Divisional/Departmental Heads will have the discretion to permit Bhatta at the Metropolitan Towns rates for other places also if sufficient justification is found which would be determined from case to case;

(3) If any individual employee is entitled to a higher bhatta or higher class of travel at present, he will continue to get the same but new employees in categories concerned will be governed by the Bhatta Schedule as above.

II *Overtime for Drivers sent to Jobs away from their Head-quarters*:—

1. If a driver is sent on a job away from his headquarters and is asked to work beyond his normal periods of work, he will be paid overtime at the following rate:—

(*a*) If the overtime goes beyond the normal total duty hours per day/per week but within the limit of 9 hours per day or 48 hours per week, her would be paid overtime at single rate.

(*b*) If a driver is asked to work overtime beyond 9 hours on any day or 48 hours in any week, the overtime would be at the rate applicable to his establishment.

2. He will also be paid overtime for work before 6 a.m. in the morning and after 8 p.m. at night.

3. If the driver is completely off duty for more then 2 hours such period will not be counted as hours of duty and will be treated as recess.

The Federation agrees to direct its constituent Unions to withdraw any dispute on the above two subjects pending before any tribunal, Conciliation Offic-r or any other authority. These disputes will be treated as having been settled in terms of this settlement. This Settlement will supersede all the existing settlement on these points at the Branches/Offices of the Company. Accordingly, negotiations at any of the Branches on the above two subjects will be discontinued.

It is agreed that this settlement will come into effect as from the 1st of January 1967. It will remain in force for a perioed of two years from this date (27th April 1967) and will continu thereafter

until the expiry of two months' written notice of termination that may be given by either party.

Signed at Bombay this 27th day of April 1967.

VOLTAS LIMITED

For the ALL INDIA VOLTAS & VOLKART EMPLOYEES FEDERATION,

(Sd). A. A. Gajendragadkar.
Industrial Relations Officer.

(Sd). N. R. Sen,
General Secretary.

Witnesses: (Sd) Robin Roy
(Sd) R. K. Mathur.

Witnesses: (1) (Sd) A. C. Raghavan
(2) (Sd). B. Ramamoorthy.

(Copy)

Sd.: K. Subrahmanya,
Party I.

(Sd.) V. S. Sankunni,
Party II.

"TRUE COPY"

V. C. Ramachandran,
Presiding Officer,
Additional Industrial Tribunal,
Bangalore.

ORDER

Bangalore dated 23rd October 1967.

S. O. 2099.—WHEREAS by State Government Order No. PLM 486 LLD 65, dated 25th November 1965 the Industrial Dispute between the Workmen and the Management of Voltas, Ltd., 21, Kasturba Road, Bangalore-1. was referred to the Industrial Tribunal, Bangalore for adjudication.

AND WHEREAS this reference was transferred to A. I. Tribunal, Bangalore by G. O. No. LMA 595 LLE 66. dated 17th December 1966.

AND WHEREAS the Additional Industrial Tribunal, Bangalore has submitted to the State Government its award in respect of the said industrial Dispute;

NOW, THEREFORE, in exercise of the powers conferred by Section 17 of the Industrial Disputes Act, 1947 (Central Act XIV of 1947), the Government of Mysore are pleased to direct the publication of the said award as above, in the *Mysore Gazette*.

[No. PLM 486 LLD 65.]

By Order and in the name of the Governor of Mysore,

G. G. PUROHIT, *Under Secy.*

1355

GOVERNMENT OF MYSORE

FOOD, CIVIL SUPPLIES AND LABOUR DEPARTMENT (LABOUR)

Labour Dispute.—Industrial Dispute between the Workmen an the Management of M/s. Joe Tile Works, Haige Bazaar, Mangalore-1.

Award of the Labour Court, Bangalore—Published.

Read the following papers :—

(1) Letter No. 783/67-68, dated 23-d October 1967, from Shri P. T. Kadkol, Presiding Officer, Labour Court, Bangalore.

BEFORE THE PRESIDING OFFICER, LABOUR COURT, BANGALORE.

Dated this 23rd day of October 1967.

Present :

Sri P. T. Kadkol, B.Sc., LL.B. ... Presiding Officer.

Reference No. 84 of 1966

Workmen represented by the Secretary, S. K. Tile Workers' Union, Bolar, Mangalore ... *I Party.*

Vs

The Management of M/s. Joe Tile Works, Haige Bazaar, Mangalore-1 ... *II Party.*

Reference.

Government Order No. LMA 245 LLD 66, dated 28th June 1966.

AWARD

The Government of Mysore being of opinion that an Industrial Dispute exists between the Workmen and the Management of M/s. Joe Tile Works, Mangalore, have referred it to this Court for adjudication under Section 10 (1) (c) of the Industrial Disputes Act, 1947, by their Order No. LMA 245 LLD 66, dated 28th June

1966, setting out the following points of dispute for adjudication :—

"Whether the Management of M/s. Joe Tile Works, Haige Bazaar, Mangalore-1, are justified in terminating the services of Smt. Vamani Hengsu on or about 22nd January 1966 and if not justified to what relief including reinstatement, back wages continuity of service, she is entitled to ?"

2. The cause of the aggrieved worker Smt. Vamani has been sponsored by the S. K. Tile Workers' Union, Mangalore which is a registered Trade Union. This Union as representing the workmen is the first party and the management of M/s. Joe Tile Works, Mangalore is the second party in this proceeding.

3. In response to the notice issued by the Court the parties have submitted their respective statements. On the basis of these pleadings some issues were framed and set down for hearing on 28th March 1967 (*Vide* Order Sheet)

4. On 17th October 1967 when the case came on for hearing at Mangalore Camp. both the parties appeared through their representatives and filed a joint memo of settlement and prayed for an award being passed in terms thereof. The memo was recorded and marked Ex. A. It is seen from the settlement that the second party has agreed to pay and the first party has agreed to receive a sum of Rs. 100 in full and final settlement of the claims made by the first party in this dispute. I am of opinion that the terms of the settlement are fair and reasonable. I accept the settlement and proceed to pass an Award as under :—

AWARD

Reference is accepted. An Award is made between the parties in terms of the settlement, Ex. A, which should be annexed to this Award and be deemed as forming part of it. I order each party to bear their own costs.

P. T. KADKOL,
Presiding Officer,
Labour Court, Bangalore.

"COPY"

P. T KADKOL,
Presiding Officer,
Labour Court, Bangalore.

BEFORE THE LABOUR COURT, BANGALORE.

Reference No. I.D. 84 of 1966.

Between:

The Workmen ... I Party.

And

The Management of Joe Tile Works ... II Party.

JOINT MEMO

1. The II Party agree to pay a sum of Rs. 100 (Rupees One Hundred only) to the worker Smt. Vamani in full and final settlement of her claims in the dispute.

2. The said amount will be paid by means of a cheque drawn in the name of the representative of the worker on 18th October 1967.

3. In view of the above terms the first party does not press reinstatement and accept the said amount in full satisfaction of the claim.

4. It is prayed that the Honourable Court may be pleased to pass an Award in terms of this Joint memo.

(Sd.) Srinivasan,
17-10-1967.

(Sd) J. A. Britto
17-10-1967

Managing Partner,
Joe Tile Works.

Filed, recorded and marked Ex. A.
Intd. P. T. K
17-10-1967

"Copy"

P. T. KADKOL
Presiding Officer,
Labour Court, Bangalore.
23-10-1967

ORDER

Bangalore, dated 27th October 1967.

S. O. 2100.—WHEREAS by State Government Order No. LMA 245 LLD 66, dated 28th June 1966, the Industrial Dispute between the Workmen and the Management of M/s Joe Tile Works, Haige Bazaar, Mangalore-1, was referred to the Labour Court, Bangalore for adjudication;

AND WHEREAS the Labour Court, has submitted to the State Government its award in respect of the said Industrial Dispute;

NOW, THEREFORE, in exercise of the powers conferred by Section 17 of the Industrial Disputes Act, 1947 (Central Act XIV of 1947), the Government of Mysore, are pleased to direct the publication of the said award as above in the *Mysore Gazette*

[No. LMA 245 LLD 66.]

By Order and in the name of the Governor of Mysore,

1375 G. G. PUROHIT, *Under Secy.*